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HUMAN RESOURCES AND TRAINING | HRT-005

# Certified Inclusive Leadership and Diversity Management Specialist (CILDM)

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# Course content

## Why Attend

The Certified Inclusive Leadership and Diversity Management Specialist (CILDM) Course is an advanced certification designed to equip leaders and professionals with the knowledge and tools to create inclusive, equitable, and high-performing workplaces.

As workforce demographics evolve and global business environments become increasingly interconnected, diversity and inclusion are no longer compliance-driven initiatives—they are strategic imperatives that define organizational success.

This inclusive leadership certification explores how embracing diversity enhances creativity, innovation, and ethical growth, while also strengthening the organization's Employer Value Proposition (EVP).

Participants will learn to develop and implement strategies that foster inclusion at every level, from individual mindset transformation to enterprise-wide cultural change.

The program blends global best practices with practical frameworks for embedding inclusivity into policies, leadership behaviors, and communication practices.

Participants will examine the psychological, cultural, and systemic barriers to inclusion, gain insights into unconscious bias, and learn to apply inclusive language and leadership techniques that inspire engagement, belonging, and collaboration.

Through interactive learning, real-world case studies, and scenario-based exercises, participants will develop the strategic and behavioral competencies needed to sustain diversity as a business advantage.

By completing this Certified Inclusive Leadership and Diversity Management Specialist (CILDM) course, professionals will be ready to lead inclusively, shape equitable workplaces, and champion diversity as a source of organizational resilience and innovation.

### Key focus areas include:

- Understanding the strategic value of diversity and inclusion
- Building inclusive leadership capabilities
- Designing and implementing D&I frameworks and strategies
- Promoting inclusive language, communication, and behavior

# Course content

## Why Attend

• Sustaining organizational change and cultural transformation

The Certified Inclusive Leadership and Diversity Management Specialist (CILDM) certification empowers professionals to lead inclusively, manage diversity effectively, and embed equitable practices across all levels of the organization.

### Upon completion, participants will be able to:

• Develop and Implement D&I Strategies:

• Design actionable diversity and inclusion frameworks aligned with organizational values and business goals.

• Enhance Inclusive Leadership Competence:

• Strengthen empathy, self-awareness, and communication skills to lead diverse teams with authenticity and fairness.

• Address Unconscious Bias and Behavioral Barriers:

• Recognize and mitigate bias in decision-making, performance evaluation, and workplace interactions.

• Foster a Culture of Belonging and Engagement:

• Create an inclusive environment that values every individual's perspective and promotes psychological safety.

• Drive Organizational Transformation:

• Integrate inclusive practices into policies, leadership models, and talent management systems for sustainable impact.

• Promote Accountability and Continuous Improvement:

• Establish metrics and governance mechanisms to monitor progress, measure inclusion outcomes, and sustain momentum.

## Course outline

# Course content

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### Day One: Building the Foundation of Diversity and Inclusion

• Understand what Diversity and Inclusion (D&I) are and why they are critical to mission accomplishment

• Diversity and Globalization

• Benefits of Diversity

• The Business Case for D&I

• Assessing Organizational Gaps in meeting D&I goals

• Costs and Challenges of Diversity

### Day Two: The Diversity Strategy

• Planning for Success

• Defining the D&I Strategy

• The Key Steps of the D&I Strategic Process

• Measurement and Evaluation

• Evolution and Integration

### Day Three: Impact of Behaviours and Language

• Explore unconscious biases and how behaviors are manifested from these preferences

• Understand the Language of diversity to be more inclusive with communication and behaviors

• Define inclusive and non-inclusive language

• Activating workplace scenarios to develop judgment around the appropriate language used to improve the workplace environment

• Resolving Conflict in a Diverse Workforce

• Communicating Across the Generation Gaps

# Course content

## Course outline

### Day Four: Creating a Culture of Inclusion

- Organizational Culture and Context
- Defining and Creating a Culture of Inclusion
- Aspects of Organizational Change – Policies, Individual and Managerial
- Individual Attitudes/Behaviors
- Managerial Skills and Practices
- Policies and Procedures to Promote Diversity

### Day Five: Sustaining Diversity

- Assessing 'What's Next'?
- Sustainability of the Diversity Initiative
- Measurements and Monitoring
- Inclusive Mentoring and Coaching
- Action Planning for Results
- Key Summary and Review

# Seminar dates

## Available seminar dates

Live dates and pricing for Certified Inclusive Leadership and Diversity Management Specialist (CILDM) generated from the course details page.

| Date | Location | Format | Fee |
|---|---|---|---|
| 6 - 10 July 2026 | London - U.K | Classroom | **€4,250.-** |
| 20 - 24 July 2026 | Paris - France | Classroom | **€4,400.-** |
| 3 - 7 August 2026 | Istanbul - Turkey | Classroom | **€4,200.-** |
| 10 - 14 August 2026 | Amsterdam - Netherlands | Classroom | **€4,250.-** |
| 7 - 11 September 2026 | London - U.K | Classroom | **€3,850.-** |
| 14 - 18 September 2026 | Barcelona - Spain | Classroom | **€2,550.-** |
| 5 - 9 October 2026 | Kuala lumpur - Malaysia | Classroom | **€2,850.-** |
| 12 - 16 October 2026 | Istanbul - Turkey | Classroom | **€3,850.-** |
| 9 - 13 November 2026 | Barcelona - Spain | Classroom | **€4,250.-** |
| 16 - 20 November 2026 | Vienna - Austria | Classroom | **€4,200.-** |
| 7 - 11 December 2026 | Amsterdam - Netherlands | Classroom | **€2,850.-** |
| 14 - 18 December 2026 | Istanbul - Turkey | Classroom | **€3,850.-** |
| 21 - 25 December 2026 | Paris - France | Classroom | **€4,400.-** |

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| **Live online option** | Online delivery is available at €1,850.-. |