

LEADING CHANGE FOR EQUITABLE, INCLUSIVE, AND DIVERSE WORKPLACES

Your company has committed to addressing diversity, equity, inclusion and belonging. Now what? This program gives leaders who are implementing DEI&B initiatives the tools and frameworks for selecting interventions and successful implementation.

LOCATION

Online

PRICE

TBD

WHO SHOULD ATTEND

Leaders tasked with implementing core DEI&B strategies for their organizations.

PROGRAM POINTS

- ▶ Develop tools for resilient leadership
- ▶ Implement successful strategic organizational change
- ▶ Build coalition and sustain progress

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Become an effective champion of change within your organization.

Most leaders already understand the moral and business imperative for increasing diversity, equity, inclusion and belonging in the workplace. Like any other type of strategic organizational change, leading and managing DEI&B initiatives takes a skilled leader and a well-considered team to implement significant and lasting change. But unlike other forms of strategic organizational change, the specific forms of opposition leaders face may be particularly difficult to address.

What initiatives work and why? Who needs to be involved in the creation of such initiatives, and how do such initiatives need to be positioned and communicated? How can you address resistance? This program draws on cutting-edge research on diversity initiative effectiveness and implementation to guide you through the process of deciding which initiatives might work best for your organization, which stakeholders need to support the work, how to recruit supporters, and the data collection and communication that needs to occur for initiatives to succeed and last.



FACULTY LEAD:

ROSALIND CHOW

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[Read her bio](#)

▶ **CARLA BEVINS**, Tepper School of Business, Carnegie Mellon University

▶ **DAVID LASSMAN**, Heinz College, Carnegie Mellon University

If You Are Looking To

- ▶ Learn the latest research on which DEI&B initiatives are effective, which are less effective, and why.
- ▶ Assess your unique organizational landscape and opportunities for coalition building.
- ▶ Analyze the “cultural currency” of your organization and learn to communicate about the initiative in ways that fit within the organization’s values.
- ▶ Discuss the unique challenges of implementing DEI&B programming and ways to sustain progress in the face of resistance, then this is the program for you.