

Workplace DEIB Strategy and Implementation Training Course

21 – 25 December 2026
Addis Ababa

AGILE LEADERS
Training Center

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Ref: 2180_259529 **Date:** 21 – 25 December 2026 **Location:** Addis Ababa **Fees:** 4500 Euro

Overview

Workplace DEIB Strategy and Implementation Training Course is a one-week intermediate course for HR, people, culture, employee experience, learning and organizational development teams, who leave with a Workplace DEIB Strategy and Action File. The course connects workforce evidence, inclusion governance, employee listening, accessible processes, bias interruption, leadership accountability, measures and implementation. Agile Leaders Training Center presents workplace DEIB strategy practice.

Who Should Attend

- Teams responsible for workforce diversity, equity and inclusion priorities
- Teams responsible for employee experience, listening and belonging
- Teams responsible for HR policies, processes and workforce evidence
- Teams responsible for learning, leadership and inclusive behavior
- Teams responsible for accessibility, governance and organizational development

The course assumes participants influence people policies, employee experience or organizational change; it leaves out legal advice, external certification preparation and generic recruitment training.

Departments and Industries

The course supports workplace DEIB strategy across private, public, nonprofit and education settings.

- Human resources, people and culture functions
- Employee experience, engagement and internal communication teams
- Learning, leadership and organizational development offices
- Healthcare, financial services and technology organizations
- Education, research and professional-services institutions
- Public-service and nonprofit organizations

Learning Objectives

By the end of this course, participants will be able to:

- Analyze workforce evidence and inclusion barriers.
- Build DEIB governance and accountability controls.
- Evaluate employee-lifecycle processes for equity and accessibility.
- Use listening evidence to diagnose belonging gaps.
- Prioritize measures, interventions and reporting routines.

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- Build a Workplace DEIB Strategy and Action File.

Course Agenda

Day 1: Establish the DEIB Evidence Base

- Diversity, Equity, Inclusion and Belonging Concept Map
- ISO 30415:2021 Context and Accountability Reference
- Workforce Representation and Experience Evidence Register
- Employee Listening and Belonging Question Map
- DEIB Gap, Risk and Opportunity Assessment

Day 2: Review the Employee Lifecycle

- Inclusive Workforce Planning and Role-Design Checklist
- Equitable Recruitment and Selection Process Review
- Development, Progression and Reward Equity Map
- Retention, Voice and Exit Experience Analysis
- Employee Lifecycle Barrier and Control Register

Day 3: Design Inclusion and Accessibility

- Inclusive Policy and Practice Review Matrix
- Bias Interruption Decision Checklist
- Reasonable Adjustment and Accessibility Workflow
- WCAG 2.2 Digital Content Accessibility Reference
- Inclusive Meeting, Communication and Learning Guide

Day 4: Govern, Measure and Report

- DEIB Governance and Decision-Rights Matrix
- Leadership Accountability and Behavior Scorecard
- DEIB Objectives, Measures and Data-Quality Plan
- Employee Feedback and Issue-Escalation Loop
- Progress Review and Stakeholder Reporting Pack

Day 5: Practice DEIB Implementation

- Exercise: Diagnose Workforce Evidence and Inclusion Barriers
- Exercise: Review an Employee-Lifecycle Process
- Exercise: Design an Accessible and Inclusive Intervention
- Exercise: Select DEIB Measures and Accountability Actions
- Capstone Exercise: Complete the Workplace DEIB Strategy and Action File

Practical Exercises

The course uses suggested activities based on healthcare, technology, education and public-service workplace scenarios.

- Suggested activity: combine representation and employee-listening evidence into a gap assessment.
- Suggested activity: identify barriers and controls across one employee-lifecycle process.
- Suggested activity: test a policy, communication or learning asset for inclusion and accessibility.
- Suggested activity: assemble governance, measures, interventions and milestones into an action file.

FAQs

Who suits workplace DEIB strategy training, and what does it assume?

Workplace DEIB strategy training suits HR, culture, employee experience, learning and organizational development teams. It assumes practical responsibility for people policies, employee experience or organizational change.

How does workplace DEIB strategy training differ from general HR strategy?

Workplace DEIB strategy training focuses on equity, inclusion, belonging, accessibility, workforce evidence and accountability. General HR strategy addresses the wider people operating model, workforce capability and HR service priorities.

What is a workplace DEIB strategy?

A workplace DEIB strategy defines evidence-based objectives, responsibilities, employee-lifecycle actions, inclusion practices, measures, governance and review routines for diversity, equity, inclusion and belonging.

How should workplace belonging be measured?

Workplace belonging should be measured through segmented employee listening, experience indicators, participation evidence, progression and retention patterns, issue data and qualitative feedback, with attention to data quality and confidentiality.

How is accountability built into a workplace DEIB strategy?

Accountability is built through decision rights, named responsibilities, leadership behaviors, measurable objectives, review forums, transparent reporting, issue escalation and controlled follow-up actions.

Conclusion

Participants take back a Workplace DEIB Strategy and Action File linking evidence, employee-lifecycle barriers, inclusion practices, accessibility, governance, measures and implementation priorities. The file makes DEIB decisions and responsibilities traceable. It supports coordinated action across HR, leadership, employee experience, communication, learning and organizational development teams.