XCELERATE TRAINING INSTITUTE

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DIVERSITY, EQUITY, AND INCLUSION (DEI)

Building a DEI Strategy and Roadmap Training Course

Designing Diversity, Equity and Inclusion Programmes That Deliver Results

DURATION	LANGUAGE	FORMAT	COURSE CODE
5 days	**English or Arabic**	**Classroom / Online**	**DEI-101**

Upcoming dates

Dates	Venue	Format	Fee
1 – 5 Feb 2027	Barcelona	Classroom	**€4,800**
26 – 30 Apr 2027	Live online	Online (live)	**€1,200**
10 – 14 May 2027	Berlin	Classroom	**€4,800**
16 – 20 Aug 2027	Cairo	Classroom	**€3,600**
4 – 8 Oct 2027	Live online	Online (live)	**€1,200**
22 – 26 Nov 2027	Casablanca	Classroom	**€3,600**

Register or ask a question

Online: x8ti.com/course/building-a-dei-strategy-and-roadmap-training-course/

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Building a DEI Strategy and Roadmap Training Course

Introduction

Organisations with diverse, inclusive workforces make better decisions, innovate more and attract stronger talent. Yet many diversity initiatives remain disconnected activities without clear goals or measurable impact.

This course shows HR and business leaders how to build a practical DEI strategy aligned with business goals, national workforce priorities and local culture, from assessment and goal setting to implementation, governance and measurement.

Learning Objectives

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

- Explain the business case for diversity, equity and inclusion
- Assess the current state of DEI in an organisation
- Set clear, culturally appropriate DEI goals
- Design initiatives across the employee lifecycle
- Establish governance and leadership accountability
- Measure and report progress

Training Methodology

This course combines short expert presentations with practical exercises, case studies from the Gulf and international organisations, group discussions and work with real templates and tools. Participants are encouraged to bring examples from their own work so that the learning can be applied immediately.

Participants assess a case organisation and build a DEI roadmap for their own workplace.

Benefits for Your Organisation

- A clear, credible DEI strategy
- Stronger talent attraction and retention
- Better decisions through diverse perspectives
- Alignment with national workforce goals

Benefits for You

- A practical strategy framework
- Tools for assessment and measurement
- Ability to lead DEI initiatives
- Confidence presenting DEI to leadership

Who Should Attend

This course is designed for:

- HR directors and managers
- DEI and culture leads
- Talent and organisational development professionals
- Senior leaders sponsoring inclusion
- Employee experience teams

Course Outline

Day 1: The Case for DEI

- Definitions: diversity, equity and inclusion
- Business, social and legal drivers
- DEI in the Gulf context: nationalisation, women in work and multicultural teams
- Common pitfalls
- Leadership commitment

Day 2: Assessment

- DEI maturity models
- Workforce data analysis
- Inclusion surveys and focus groups
- Policy and process review
- Identifying priorities

Day 3: Strategy and Goals

- Setting DEI vision and goals
- Choosing measures and targets
- Aligning with business strategy
- Engaging stakeholders
- Building the roadmap

Day 4: Implementation

- Inclusive recruitment and promotion
- Development and mentoring
- Inclusive policies and benefits
- Communication and training
- Employee networks

Day 5: Governance and Measurement

- DEI governance structures
- Leadership accountability
- Metrics and dashboards
- Reporting progress

- Action plan

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Registration Form

Building a DEI Strategy and Roadmap Training Course

Preferred dates: ..... Venue or online: .....

Duration: 5 days Language: .....

Please complete and email this form to us, or register online. We confirm your place and send the invoice within one working day.

Delegate information

Full name (Mr / Ms / Dr / Eng): .....

Position: ..... Telephone / mobile: .....

Official email: ..... Personal email: .....

Company information

Company name: .....

Address: .....

City / country: ..... VAT / tax number: .....

Person responsible for training & development

Full name (Mr / Ms / Dr / Eng): .....

Position: ..... Telephone / mobile: .....

Email: .....

Payment

☐ Please invoice me ☐ Please invoice my company

Signature: ..... Date: .....

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