XCELERATE TRAINING INSTITUTE

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DIVERSITY, EQUITY, AND INCLUSION (DEI)

Inclusive Recruitment and Talent Practices Training Course

Attracting, Selecting and Developing Diverse Talent Fairly

DURATION	LANGUAGE	FORMAT	COURSE CODE
3 days	English or Arabic	Classroom / Online	DEI-104

Upcoming dates

Dates	Venue	Format	Fee
1 – 3 Feb 2027	Dubai	Classroom	€2,600
26 – 28 Apr 2027	Live online	Online (live)	€900
10 – 12 May 2027	Geneva	Classroom	€3,200
16 – 18 Aug 2027	Istanbul	Classroom	€2,600
4 – 6 Oct 2027	Live online	Online (live)	€900
22 – 24 Nov 2027	Kuala Lumpur	Classroom	€3,900

Register or ask a question

Online: x8ti.com/course/inclusive-recruitment-and-talent-practices-training-…

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Inclusive Recruitment and Talent Practices Training Course

Introduction

Bias can enter every stage of recruitment and talent management, from job adverts and CV screening to interviews, promotions and pay decisions. The result is lost talent and less diverse teams.

This course gives HR professionals and hiring managers practical techniques to make recruitment, selection, development and promotion fairer and more inclusive.

Learning Objectives

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

- Recognise bias in recruitment and talent decisions
- Write inclusive job descriptions and adverts
- Use structured, fair selection methods
- Design inclusive promotion and development processes
- Review pay equity
- Measure diversity across the talent pipeline

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 rewrite job adverts, practise structured interviews and review talent data.

Benefits for Your Organisation

- Larger, more diverse candidate pools
- Fairer, better hiring decisions
- Improved retention and engagement
- Lower legal and reputational risk

Benefits for You

- Practical inclusive hiring techniques
- Structured interview skills
- Tools to review talent processes
- Stronger HR practice

Who Should Attend

This course is designed for:

- Recruiters and talent acquisition specialists

- HR business partners
- Hiring managers
- Talent management professionals
- DEI leads

Course Outline

Day 1: Bias and Attraction

- How bias affects talent decisions
- Inclusive employer branding
- Inclusive job descriptions and adverts
- Diverse sourcing channels
- Screening without bias

Day 2: Fair Selection

- Structured interviews
- Competency-based assessment
- Diverse interview panels
- Fair decision making
- Candidate experience

Day 3: Inclusive Talent Management

- Inclusive performance reviews
- Promotion and succession processes
- Pay equity reviews
- Talent pipeline metrics
- Action plan

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Registration Form

Inclusive Recruitment and Talent Practices Training Course

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

Duration: 3 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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Register online
Open the course page