

Diversity Equity and Inclusion Certification



**Starting
19th April 2024
Every Friday
2 to 6 pm**

Brought to you by
FICCI in partnership with
Marching Sheep



OVERVIEW

Today we live in the era of great resignation, hybrid working models, talent mobility - trends which indicate the tipping point of evolving employee expectations making it imperative for organizations to create inclusive people policies and practices which emboldens their focus on fostering an inclusive ecosystem for its diverse workforce and cater to their evolving needs. Research has proven that businesses with strong diversity, equity, and inclusion programs benefit in multiple ways, including better performance and decision making and innovation. How are you and your organization leveraging the benefits of DEI in your organization?

Here is a learning experience designed to serve the needs of professionals eager to transform their organizations into a diverse and inclusive place to work where everyone can thrive with a contemporary and comprehensive approach to DEI.

This certification will help you explore the bigger picture, evaluate diversity and inclusion from an intersectional lens and think beyond gender diversity. It will help you master the most relevant knowledge and skills you need to understand workforce nuances and drive culture change through powerful and sustainable diversity and inclusion initiatives.

SET YOURSELF APART BY GAINING THE SKILLS YOU NEED TO



- Understand the evolving narrative of D&I in today's world
- Comprehend D&I strategies with respect to different geographies, industries and organisational maturity
- Articulate customized framework for a systemic approach to build a holistic and sustainable D&I strategy
- Build an Inclusive Culture at every level along the employee life cycle through various people interventions designed for the level of their awareness & role

PERFECT FIT FOR



- HRBPs and D&I Managers
- L&D Professionals
- D&I champions/council and ERG Members
- Executives responsible for strategic cultural efforts
- Anyone interested in creating an inclusive and supportive culture that promotes equal opportunities and treatment of employees

HOW IT WORKS



100% online over Zoom, Instructor led



32 hours spread over 8 weeks



8 Bite Sized Action Learning modules of 4 hours each



INR 36,000 plus GST per participant



Join the Tribe of Passionate DEIB professionals

Module 1

DEI Foundation - Understanding the Basics of Diversity, Equity and inclusion

- Understanding Dimensions of Diversity, Levels of Inclusion and Equity at work
- Why Diversity, Equity and Inclusion Matters – Business case for DEI
- What does diversity mean to different organizations and where are you in the journey (D&I maturity model)
- Shifting Paradigms of Diversity – Diversity and Inclusion Trends

Module 2

Understanding Gender, Generation, Lifestage, Culture and Intersectionality

- Broadening narrative of diversity
- Concept of Leaking Bucket, Three Identities, Life stages
- Understanding biases and challenges faced by minority
- Understanding the diverse workforce, its nuances and common myths
- Decode cultural competencies
- Success stories and best practices across organizations

Module 3

Building Inclusive Workforce I – Understanding LGBTQIA+ community

- LGBTQIA Inclusion – Learn Key Terms - Gender and Sexuality Continuums
- Challenges and barriers faced by LGBTQ community- is there a level playing field?
- Importance of inclusive language and policies
- Success stories and best practices across organizations

Module 4

Building Disability Confident Organization – Understanding PwD Inclusion

- PwD Inclusion - Types of Disabilities (Visible Vs Invisible Disabilities)
- Challenges and barriers faced by PwDs
- Importance of inclusive language, Accessibility and Accommodation
- Success stories and best practices across organizations
- Key insights from 21 Marching[©] report

Module 5

DEI Implementation Framework

- DEI doesn't just happen organically - Where to Begin in Your Organization
- Marching Sheep 360° Model
- Doing a Diversity Diagnostic – Marching Sheep's proprietary 4x5 model
- Creating a Diversity Charter – Creating touchpoints along employee lifecycle
- Creating Inclusive Policies and Practices
- Measuring DEI Success – Metrics, dashboard and annual report
- Creating Accountability – Linking D&I to growth strategy using HR Value Chain

Module 6

Driving Inclusive Behaviour – Role of Leaders and Managers

- Elements of Inclusive Leadership
- Understanding Unconscious Bias, Social Conditioning, Stereotypes and Micro aggressions, micro inequities
- Micro inclusion - building a culture of appreciation and inclusion at work
- Inclusive tools from hiring to exit
- Allyship – Using privilege and building psychological safety

Module 7

Enabling Employees – Role of Internal and External Community

- Role of ERGs, Benefits of having ERGs – For Employers and Employees
- The ERG Journey – Critical Success Factors, Common Challenges and Potential Solutions
- Identifying Executive Sponsor/Champions/ Allies
- Creating D&I Champions/ Council
- Measuring Results of an ERG
- Some Best Practice Organizations

Module 8

Assessment

Comprehensive presentation by each participant of complete diversity strategy for the organisation and certification. This will be a live event.

All modules will be supplemented with discussions and webinars with industry leaders.

WHAT MAKES THIS CERTIFICATION UNIQUE

- Small batch size with focus on individual learning as well as learning from each other
- Immersive and interactive sessions
- Action learning assignment after every module for application of concepts in real-time scenarios
- Exposure to current industry best practices – global and domestic
- Hearing best practices and perspectives from industry leaders in the DEI space- global and domestic
- Credible certification by industry leaders (Marching Sheep and FICCI)

FACILITATOR PROFILE



Sonica Aron, Founder & Managing Partner, Marching Sheep



Sonica Aron, is the most respected and sought after facilitator and trainer not just in India but globally today. Seen as a thought leader and trusted advisor, her opinions and work are frequently published in leading publications like TOI, HT, Hindu, Live Mint, Statemen, Pioneer, Business World etc.

An alumna of XLRI, Jamshedpur, a certified Coach, certified in psychometric instruments, she has a unique style of facilitation wherein she engages with her audience and draws out deep reflections and participation. She has over 20 years of experience at leadership roles in companies like Philips, AkzoNobel, Roche Diagnostics, Vodafone and Pepsi. She started Marching Sheep in 2013 with a vision of delivering interventions that truly move the needle.

She has engaged with several organizations and has helped build long term capability, diversity and leadership strategy. She has helped client organizations systemically achieve desirable behavioral outcome by streamlining relevant people management processes and delivering bespoke training programs. Diversity interventions are her forte. Women @work and Unleash, the two programs focusing on life stage transition and gender bias have been very well received by the industry. She frequently speaks at forums like FICCI, Transformance, UBS conferences. She is considered a thought leader in progressive HR practices and She has been listed among the top 10 women entrepreneurs in 2020 by Forbes India, Among India's Most Valued Leaders by Forbes India 2021, among Inspirational Leadership Icons by Fortune India, among the top 100 digital influencers by YourStory, as the Women Entrepreneur of the year at the 62nd National Summit on Atma Nirbhar Bharat: Vision of New India 2022, organized by Indian Achievers Forum, among India's Dynamic Achievers 2022 by Business World and Most Trusted HR consulting firm by Business Connect in 2023.

Kunal S, Consultant, Marching Sheep



Kunal has over a decade of diverse experience across pharma, e-commerce, NBFC, engineering, agro-vet etc. industries. He has worked with organizations such as Novartis, ACG Worldwide, Liberty General Insurance, Intas Pharma and IB Group to name a few.

He holds a B. Pharma degree from Bombay College of Pharmacy and is a graduate of prestigious Organizational Development Certification Program (ODCP) offered by ISABS, India. He is also an ICF trained coach and has coached several senior leadership and emerging talent from various organizations.

He has proven expertise in designing and delivering bespoke learning and OD interventions in space of behavioural competencies, competency framework, culture, vision, mission, values, emotional intelligence, etc. Being an applied behavioural science professional, he is skilled at using 'self' as an instrument to bring to the surface the group dynamics and covert and unconscious human processes that impacts the business.

He also contributes to social sector through his engagements with people having intersectional identities and with NGOs, not-for-profit organizations in capacity of a peer support, a coach and a consultant.

FACILITATOR PROFILE



Mritunjay Kumar, Head, FICCI Quality Forum

Mr. Mritunjay Kumar is leading Quality Forum, the specialized division for training and consultancy of FICCI offering wide range of services to provide competitive edge to Indian Industry. He has over 20 years' of experience in diverse functions including Process and Business Excellence, Productivity improvement, Quality and Management Systems advisory, SMEs Transformation, Project Management, Risk Management, Conformity

Assessment, Training and Development, Stakeholder Management, Circular Economy, and Policy Advocacy.

Under his leadership, FQF has established itself as division focused on adding value to industry in the domain of Process, People and Sustainability through work in thought leadership space, capacity building programs, advisory and research services. He established the HR and Circular Economy desk for industry at FICCI from scratch and working in close coordination with leaders in HR and sustainability to strengthen the ecosystem of the country. He was also instrumental in establishing relationship with various international organizations like ILO, UNIDO, ITC, UNCTAD, National Standards Bureaus of various countries in Africa and Asia for various training and consulting opportunities.

He started his career with IT education industry and subsequently moved to management consultancy and training. During his career with education industry he worked closely with central and state govts on various programs. Prior to joining FICCI, he worked with Tata Consultancy Services (TCS) for 5 years in various capacity and handled management and process consulting assignments including award winning assignment for bringing excellence in service delivery for Govt of India named "Sevottam" (Hindi for Service Excellence).

He is member of Technical and Advisory Committees of Bureau of Indian Standards (BIS) and representing FICCI in National Accreditation Board for Certification Bodies (NABCB), National Board of Quality Promotion (NBQP) and National Accreditation Board for Laboratories (NABL) of Quality Council of India for all quality infrastructure related issues. He holds an MBA (IT and Management) from AIMA, New Delhi.

ABOUT US

About FICCI Quality Forum (FQF)

FQF is specialized training and consultancy division of the Federation of Indian Chambers of Commerce and Industry (FICCI) providing value added services to Industry in Process, People and Planet domain through capacity building programs, advisory services, research, and work in thought leadership space. It is focused on enhancing the quality quotient of client and partner organization and making them CRISP i.e., Competitive, Responsible, Innovative, Sustainable and Profitable through focused interventions.

The FQF-HR desk was constituted in the year 2015 and a national HR committee was formulated under FICCI bye laws in the year 2019 with the vision to be "the voice of Industry to curate and catalyse an HR ecosystem anchored on innovation and trust for a competitive, fair and inclusive India."

About **Marching Sheep**



Marching sheep, an HR consulting firm established in 2013, is focused on building long-term organizational capability and effectiveness for its clients through structured interventions and solutions in the areas of Diversity and Inclusion, HR Process Design and Implementation, Learning and Leadership Development and Talent Management. We work closely with clients to arrive at customized and effective HR interventions that support their strategy in the current lifecycle stage, as well as support them in realization of long-term business plans.

Marching Sheep has been founded by Sonica Aron, an experienced and passionate HR professional, Leadership Coach & Diversity champion. A Post Graduate in Human Resources from XLRI, Jamshedpur, her corporate work experience spans across multiple industries and locations. Some of the companies she has worked with include PepsiCo, Vodafone, ICI Paints and Philips.

Our solutions are completely customized. We don't see ourselves as "external consultants", but as partners, who stay with clients from through the entire journey! Today we are delivering our curated offerings across all continents, in 80 countries, to clients across industries.

We provide end to end solutioning in the organisation development space. We understand the nuances of the situation along with the societal backdrop and the mindsets individuals and organisations struggle with. We propose and implement multi-pronged solutions, thereby driving visible, long term, sustainable change. Our programs- Managerial and Leadership development and women leadership coaching, Giving performance feedback, Interviewing skills workshop, SHRBP certification have been very well received by the industry.

We are the leading HR firm globally today, adjudged as the top 25 HR consulting firms by business connect and top 10 HR firms by Silicon India, and nominated among the top 30 in India by UN Women for our work during the Covid pandemic towards the community and industry, featured in Forbes, Fortune, CIO, Outlook, Business World, Business Today and many other publications for our pathbreaking work.

Some of our clients include Tata Group, Mahindra Group, Concentrix, Uber, Avery Dennison, Abbott, Takeda, Lupin, John Deere, Legrand, Owens Corning, Sterlite Power, SBI cards, Diageo, Marico, Abbott, AkzoNobel, Clifford Chance, GO-MMT Group, JCB India, Continental Tyres, Reckitt Benckiser, GAIL, IIFL to name a few.



**BOOK YOUR
SLOT TODAY**



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