DIGITAL PROGRAM

DIVERSITY, EQUITY AND INCLUSION FOR TEAMS AND ORGANIZATIONS

Gain evidence-based knowledge and practical tools to help you improve your personal and organizational DEI toolkit.

29 Aug. - 30 Sept. 2022
27 Feb. - 31 Mar. 2023
This course takes an intentionally inclusive approach to diversity, providing space for all learners - regardless of background to learn the skills they need for success. Throughout this course you will gain personal awareness of bias, privilege and their manifestations in stereotypes, prejudice, microaggressions and discrimination. Learn practical tools to become more anti-bias and a better ally and change advocate as an individual. Hear best practices from academic experts as well as corporate leaders on equitable organizational processes and norms and inclusive behavioral team practices.

DIVERSITY, EQUITY AND INCLUSION FOR TEAMS AND ORGANIZATIONS

Realize the benefits of a diverse, equitable and inclusive (DEI) organization and improve your ability to lead diverse, equitable and inclusive teams.

WHO SHOULD ATTEND?
- Business Unit Managers, General Managers, Regional Managers, Directors and other manager/leader titles
- Organization team leaders and individual leaders of all levels in the organization
- Employees with a desire to positively lead their teams and organization to create and develop an accepting diverse, equitable and inclusive (DEI) workplace
- This program takes an intentionally global approach to DEI, while also acknowledging specific challenges in the American context

WHAT SETS THIS PROGRAM APART
- This program integrates cutting-edge research from psychology and management with practical tools to accelerate your personal and organizational growth
- Gain insights from peer-learning communities to help process the emotions inherent to your DEI journey and guide fellow participants through action-learning projects around DEI in your own organizations
- Includes one live, interactive instructor-led session and the opportunity to connect with faculty

KEY BENEFITS
- Individual Benefits
  - Identification of the opportunities and challenges of diversity, equity and inclusion
  - Deepen your understanding of different demographic differences and how identity, implicit bias and structural inequalities impact workplace dynamics.
  - Gain skills to become even more anti-bias as an individual and a better ally
- Organization Benefits
  - Learn best practices for equitable organizational processes and norms
  - Gain skills for how to lead inclusive teams, including conflict management skills, group decision-making best practices and emotion regulation
  - Acquire tools for the implementation of DEI strategies in organizations, including the architecture of DEI groups, the role of data and metrics and tools to integrate DEI into the very heart of an organization

REGISTER TODAY »
THE PROGRAM STRUCTURE

This five-week online course consists of eight asynchronous modules and the course concludes with live faculty led synchronous session. The combination of the online platform, discussion groups and interactive live session foster a dynamic learning environment.

WEEK 1

 MODULE 1: Diversity Opportunities and Mindsets
 MODULE 2: Diversity Challenges for Individuals

WEEK 2

 MODULE 3: Diversity Challenges for Society
 MODULE 4: Allyship and Becoming Anti-bias as an Individual

WEEK 3

 MODULE 5: Inclusive Leadership
 MODULE 6: Equitable Leadership

WEEK 4

 MODULE 7: Leading DEI Strategic Change
 MODULE 8: Capstone Assignment

WEEK 5

 Module 9: Mini Case Studies Group Presentation

TIME COMMITMENT

 Duration: 5 weeks
 Weekly Coursework: 5-7 hours/week
 Format: Asynchronous & Synchronous sessions
Lindred (Lindy) Greer is an associate professor of management & organizations at Ross as well as the faculty director of the Sanger Leadership Center. Her research focuses on how to lead effective organizational teams, with specific interests in leadership skills in conflict management, diversity and inclusion, vision crafting, and the communication of emotions. Lindy has published in top management and psychology research outlets such as Academy of Management Journal, Organization Science, Journal of Applied Psychology, Science, and Proceedings of the National Academy of Sciences, among others. Her work has also been covered in well-known media outlets including the New York Times, Forbes, and Fast Company. She has received awards for her research from the Academy of Management and American Psychological Association, and she was recently named one of the Top 40 under 40 Business School Professors by Poets and Quants.

Lindy is currently an Associate Editor at the Academy of Management Journal, on the boards of six of the top management and psychology journals, and has served on the boards of professional associations such as the International Association of Conflict Management and the Conflict Management Division of the Academy of Management.

Lindy received her B.S. from the Wharton School of Business at the University of Pennsylvania, and her Ph.D. in social and organizational psychology from Leiden University in the Netherlands. She joined the team at Ross in 2019.
THE UNIVERSITY OF MICHIGAN

Founded in 1817, University of Michigan is one of the first public universities in the U.S. The University of Michigan is one of only two public institutions in the U.S. consistently ranked in the top ten and has more than 100 top-ranked graduate programs. U-M maintains a global presence including initiatives in Southeast Asia, Brazil, the Middle East, India, and China.

MICHIGAN ROSS

Founded in 1924, the Stephen M. Ross School of Business at the University of Michigan is committed to building a better world through business. Through powerful ideas, purpose-driven leaders, and positive impact, we use business to make a meaningful difference in the world. Our unique approach focuses on action-based learning and interdisciplinary, team-oriented situations.

As a general management institution, Michigan Ross has earned acclaim for academic excellence. Approximately 230 faculty members research, consult and teach in all areas of business.

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Custom Online Programs

Michigan Ross collaborates with organizations around the world to translate their goals into successful, immersive digital learning experiences.
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TUITION
$2,000 US

• Tuition covers access to the course platform, content and activities.
• Program registration closes five business days prior to the program start date.
• Tuition must be paid in full in US dollars (net of any tax) before access to the course platform can be granted.
• Program discounts may be available for selected programs; contact us for specific details.
• See our website for our Cancellation, Transfer & Substitution Policy

FOR MORE INFORMATION, CONTACT:
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