

EXECUTIVE EDUCATION

LEADING INCLUSIVE AND DIVERSE TEAMS AND ORGANIZATIONS

Gain evidence-based knowledge and practical tools to help you improve your ability to lead inclusive and diverse teams and organizations.

Realize the Benefits of a Diverse Organization and Improve Your Ability to Lead Inclusive Teams

This course takes an intentionally inclusive approach to diversity, providing space for all learners—regardless of background—to acquire the skills they need for success. Throughout this course, you will gain personal awareness of how you show up in diverse settings, and you will learn evidence-based tools to become more anti-bias and a better ally and change advocate. You will also hear best practices from academic experts and corporate leaders on how to lead inclusive and equitable teams and organizations, as well as design (Diversity and Inclusion) D&I strategy and drive change management on D&I.

“*Excellent content (theory and real-life examples). The program helps you to reflect and think on how to put this into practice in both a personal and organizational approach.*”

Ximena Cuadros
HR Managing Director, Credicorp Capital

KEY BENEFITS

- › **Identify hidden opportunities and challenges:** Realize the benefits of a diverse organization and improve your ability to lead inclusive teams.
- › **Deepen your understanding of different demographic differences:** Learn how to identify implicit bias and structural inequalities that impact workplace dynamics.
- › **Accelerate your personal and organizational growth:** Apply practical tools and cutting-edge research in psychology and management to help you improve your ability to lead inclusive and diverse teams and organizations.
- › **Learn best practices with D&I:** Apply equitable organizational processes and norms.
- › **Gain insights from peer-learning communities:** Help process the emotions inherent to your D&I journey and guide fellow participants through action-learning projects around D&I in your own organizations.
- › **Become more anti-biased, a better ally, and a change advocate:** Learn what practical tools you can apply as an individual to impact team and organizational dynamics.
- › **Implement D&I strategies in your organization:** Employ the architecture of D&I groups, and learn about data and metrics tools effective for D&I strategies.

DATES*

3 Mar - 5 Apr 2025
25 Aug - 26 Sept 2025

FORMAT

Online

PROGRAM FEES*

\$2,500 US

CREDENTIAL

This course is part of the Accelerated Management Development Certificate Program. For more information, visit michiganross.umich.edu/AMDCP. Visit the website to see additional credentials.

WHO SHOULD ATTEND

- › Business Unit, General and 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 and inclusive (D&I) workplace.
- › This program takes an intentionally global approach to D&I, while also acknowledging specific challenges in the American context.



PROGRAM STRUCTURE[^]

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

WEEK 1	WEEK 2	WEEK 3	WEEK 4	WEEK 5
Module 1 > Diversity Bonuses and Challenges Module 2 > Individual Experiences with Bias	Module 3 > Diversity Challenges for Society Module 4 > Allyship and Becoming Anti-bias as an Individual	Module 5 > Inclusive Leadership Module 6 > Equitable Leadership	Module 7 > Leading D&I Strategic Change Module 8 > Capstone Assignment	Live Session > Mini Case Studies

THE EXPERT

Learn from the same faculty who teach in our highly-ranked degree programs. See the website for additional details.



Lindy Greer

Professor for Management and Organizations
 Michael R. and Mary Kay Hallman Fellow

TIME COMMITMENT

- > **Duration:** 5 weeks
- > **Weekly Coursework:** 5 - 7 hours/week
- > **Format:** Asynchronous & synchronous sessions
- > **Badge:** Earn a digital social media-friendly badge upon completion of the Leading Inclusive and Diverse Teams and Organizations program

A WORLD-CLASS EXPERIENCE

We strive to make every aspect of your program a world-class experience. Our program directors work closely with faculty before, during, and after the program to ensure you achieve your objectives. Program managers facilitate a seamless transition between classroom and off-site activities and assist with anything you might need — ensuring your focus is on learning, not logistics.

9.5/10

**OVERALL SATISFACTION
 SCORE FOR OPEN PROGRAMS**
 – Financial Times, 2024

▶ REGISTER TODAY!

For more information, contact:

734-763-1000

RossExecEd@umich.edu

michiganross.umich.edu/dei-teams

*Dates and program fees are subject to change. Check the website for the most current program details.

[^]This sample schedule is meant to be representative of the program structure and content. Timing and session topics are subject to change. Visit the website for the most up-to-date information.

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