



The Better Company

Diversity & Inclusion Masterclass



Diversity and Inclusion (D&I) are more than just buzzwords; they are critical factors in driving team effectiveness and organizational success. However, without a solid understanding of these concepts – especially among senior leaders – any measurement or intervention strategy will be ineffective. That's why we offer the D&I Masterclass, designed to provide essential knowledge and practical tools to grow D&I awareness and understanding.

What You Will Learn

During the D&I Masterclass, participants will:

- Learn about the D&I business case and the proven benefits of a diverse and inclusive workspace.
- Gain a clear understanding of inclusion and how its outcome indicators and driving forces can be measured within your organization.
- Explore the essential drivers that impact inclusivity in your organization from a leadership perspective.
- Be introduced into an evidence-based roadmap for sustainable and predictive D&I improvement.
- Engage in hands-on exercises to develop behavioral anchors and tiny habits for fostering inclusivity in the workplace.

Essential Drivers of Inclusion

An important component of this masterclass is understanding how inclusion is impacted by team dynamics, leadership behavior and organizational culture.

The masterclass will explore these essential drivers in detail from an improvement perspective.

Team Dynamics, for example:

- **Sharing power and influence:** The extent to which team members experience equal relationships and feel they have a say.
- **Taking a different perspective:** The extent to which team members can see the world through each other's eyes and shift perspectives.

Leadership Behavior, for example:

- **Standing on equal footing:** The extent to which leaders position themselves humbly within their teams rather than maintaining hierarchical distance.
- **Appreciating mutual differences:** The extent to which individual differences among colleagues are embraced and valued.

Organizational Culture, for example:

- **Experiencing equal opportunities:** The extent to which employees perceive equal chances and fair rewards for the same performance.
- **Perceiving favoritism:** The extent to which employees experience cliques and preferential treatment, where connections matter more than competence.



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Changing Behavior Through Tiny Habits

Based on evidence-based insights your organization can focus on the 3 or 4 drivers that will impact the level of inclusion most. But how can you change team dynamics and leadership behavior? Sustainable change in diversity and inclusion requires small, consistent behavioral shifts.

Through our Tiny Habits Program, participants will learn how to:

- Identify key micro-behaviors that support inclusivity.
- Embed small but meaningful changes into daily routines.
- Reinforce positive D&I behaviors through habit stacking and repetition.
- Create a supportive environment where inclusive behavior becomes second nature.

By applying tiny habits, organizations can gradually shift mindsets and behaviors, leading to a more inclusive and diverse workplace.

Program outline

The D&I Masterclass is structured as a half-day program covering the following topics, designed to first build knowledge and then gain practical experience:

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| ▪ Welcome & Introduction | 15 minutes |
| ▪ The D&I Business Case | 15 min. |
| ▪ D&I Basics & Essentials | 45 min. |
| ▪ Break | 15 min. |
| ▪ The Road To Impact | 30 min. |
| ▪ Mastering Tiny Habits – Round I | 45 min. |
| ▪ Break | 15 min. |
| ▪ Mastering Tiny Habits – Round II | 45 min. |
| ▪ Wrap-up & Closure | 15 min. |

Who Should Attend?

This masterclass is ideal for senior leaders, managers, and professionals who want to deepen their understanding of D&I and take actionable steps toward creating a more inclusive work environment.

Format & Pricing

We offer two formats for the D&I Masterclass:

- **Small Group Session:** Up to 8 participants with 1 facilitator – €3,000.
- **Large Group Session:** Up to 20 participants with 2 facilitators – €5,000.

Each session lasts 4 hours (half a day) and provides an interactive and insightful experience tailored to your organization's needs.

Why Choose Our D&I Masterclass?

Expert-Led: Facilitators with extensive experience in diversity and inclusion.

Evidence-Based: Backed by research and real-world applications.

Practical & Engaging: Hands-on exercises for immediate impact.

Take the first step toward a more inclusive organization. Join our D&I Masterclass today!

For more information please contact:

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