

DEIB Executive Master Class

Crafting a Strategic Blueprint for DEIB Success

Diversity, Equity, Inclusion, and Belonging



20-21 May 2025; Radisson Blu Gautrain, Sandton

Programme Overview

Transform your organisation's culture and strategy with the **DEIB Executive Master Class**—a high-impact, **two-day programme** for senior leaders committed to **driving measurable DEIB success**.

Gain **practical strategies and tools** to align DEIB with **corporate objectives**, leverage **data-driven insights**, and foster **inclusive leadership**. Designed for **C-suite executives, HR leaders, and business strategists**, this Master Class provides **real-world applications** to embed DEIB into governance, operations, and workplace culture for lasting impact.

Programme Outcomes

This **executive-focused Master Class** provides leaders with the **strategies, tools, and insights** to embed DEIB into their organisation's core operations for measurable impact. By the end of the programme, participants will:

- ✓ **Develop a High-Impact DEIB Strategy** – Align DEIB with business goals to drive long-term success.
- ✓ **Leverage Data for Business Growth** – Use audits and analytics to track DEIB progress and ROI.
- ✓ **Drive Systemic & Cultural Change** – Address structural barriers, shift mindsets and entrench culture for lasting transformation.
- ✓ **Strengthen Inclusive Leadership** – Build high-performing teams that foster innovation, diversity of thought, and psychological safety.
- ✓ **Navigate Resistance & Accountability** – Gain tools to manage challenges and sustain DEIB momentum.
- ✓ Executives will leave with a **clear, actionable DEIB blueprint** and the confidence to **drive meaningful, lasting change**.

Programme Structure & Modules

This **strategic 2-day master class** consists of **4 modules** to capacitate DEIB Executives to engineer sustainable DEIB shifts – both systemic and cultural – in their organisational DNA.

Module 1: DEIB Foundations – Definitions, Context, Business Case, and Emerging Trends

This module provides a foundational exploration of DEIB, equipping leaders with the knowledge and strategic insight needed to drive meaningful change. Participants will unpack key DEIB concepts and terminology, analyse national and global trends, and explore historical and contemporary barriers to inclusion. The session delves into the business case for DEIB - integrating legislative, ethical, economic, and relational perspectives. Emerging themes such as Diversity of Thought, Psychological Safety, Intersectionality 2.0, ESG alignment, Global and Cultural Competency, Neurodiversity, Mental Health, and AI-driven DEIB strategies will be explored, ensuring organizations remain at the forefront of inclusive transformation.

Module 2: Strategic DEIB Transformation Framework and Methodology

This module provides an Integrated DEIB framework to achieve sustainable transformation. It explores the architecture of systemic and cultural change, addressing both the hard organisational elements (strategic blueprint, procedural alignment, and supportive structures/systems/facilities) and the soft cultural elements (mobilised leadership, capacitated employees, and sustainable citizenship/entrenched culture). The master class emphasises several interventions key to enabling sustainable change, such as stakeholder mapping, effective management of Employee Resource Groups, the fostering of DEIB champions/ambassadors, the use of Micro-learning Moments and Community Conversations, the creation of accountability systems, and regenerative communication practices. This module provide executives with a blueprint for strategic DEIB change and transformation.

Module 3: Data Driven DEIB: Auditing and Assessments

This module equips executives with the tools and methodologies needed to **evaluate and measure** DEIB progress within their organisations. It provides a structured approach to conducting **DEIB Gap Analyses**, identifying strengths, opportunities, and areas for improvement. Participants are introduced to a range of **auditing techniques (quantitative and qualitative) and assessment tools** to examine structural, policy, and informal DEIB barriers, identify the lived experiences of employee groups, and gauge the organisational culture. Additionally, the module address issues around data processing, transparency, reporting, and accountability.

Module 4: The Psychology of Sustainable DEIB Shifts

The final module uses a range of **psychological frameworks, processes, and principles** to capacitate executives to drive deep and lasting DEIB transformation on an individual, group and organisational level. The module explores the **neuroscience of bias, privilege, resistance, and social conditioning**, and indicates how **neuroplasticity and -agility can practically be incorporated** to fostering inclusive environments. Frameworks such as the **Head, Hand, and Heart (H3) model**, the **Inside-Out Development Process**, **The 4-Up (Waking Up, Growing Up, Cleaning Up, and Showing Up) Journey**, **Developing PowerSkills, Allyship and Upstander Culture** and the **Psycho-Social Maturity Continuum** are utilised to create consciousness and practically structure developmental interventions.

Who Should Attend?

This DEIB Executive Master Class is designed for:

- **C-Suite Executives & Board Members**
 - **Senior HR & DEIB Leaders**
 - **Business Unit Heads & Strategy Executives**
 - **Leaders responsible for culture, transformation, and sustainability**
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Executive Value Proposition: Why You Should Attend?

DEIB is more than a moral imperative—it's a business advantage. Inclusive organisations outperform competitors, attract top talent, drive innovation, and reduce risk. This two-day master class equips executives with the strategy, tools, and insights to embed DEIB into business operations for sustainable impact.

By attending, you will:

- ✓ **Gain a Competitive Edge** – Use DEIB to drive innovation, growth, and workplace performance.
- ✓ **Enhance Profitability & Brand Equity** – Leverage DEIB for customer engagement & revenue growth.
- ✓ **Mitigate Risk & Ensure Compliance** – Align with DEIB regulations/best practice to protect your business.
- ✓ **Integrate DEIB into Strategy & Governance** – Embed DEIB in leadership, operations, and decision-making.
- ✓ **Leverage Data for Impact** – Use analytics and audits to measure progress and drive accountability.
- ✓ **Lead Lasting Change** – Gain practical tools to navigate resistance and build inclusive teams.

Walk away with a strategic DEIB blueprint and a powerful executive network to drive transformation. Join us and lead the future of inclusive business.

Programme Details 🚀 **Secure Your Spot Today!** Limited seats available.

📅 **Date:** 20-21 May 2025 | 📍 **Venue:** Radisson Blu Gautrain, Sandton | 💰 **Investment:** R7 950-00

🔗 [Register for the Master Class](#)

Contact us for more information: www.diversity.co.za/
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Meet your DEIB experts:

◆ **Elizabeth Dhlamini-Kumalo – DEIB & HR Transformation Leader**
A pioneer in HR governance and transformation, Elizabeth has led DEIB strategies for top corporations and played a key role in developing South Africa's HR Standards. A former SABPP Chair, she is a trusted executive coach and expert in building inclusive leadership and organisational change.



◆ **Dr. Marius Pretorius – DEIB Strategist & Organisational Psychologist**
A renowned thought leader with 30+ years of experience, Marius combines neuroscience, psychology, and leadership development to drive systemic DEIB transformation. As Managing Director of TDCI, he has led major DEIB initiatives, shaping best practices in organisational inclusion and cultural change.