FOUNDATIONS OF DIVERSITY STRATEGY AND PRACTICE
AN INTRODUCTORY WORKSHOP

Mercer has drawn from more than 50 years of experience in diversity, organisation development, and change management to create a valuable learning experience for new diversity professionals and others involved in building and leveraging a diverse workforce.

In this interactive seminar, participants learn to:

• Understand the local and global context for diversity and inclusion (D&I) efforts.
• Create a workable D&I strategy that’s tied directly to the organisation’s business strategy and goals.
• Drive sustainable change by incorporating D&I principles into people-management practices.
• Apply practical methods and tools for building and sustaining a diverse, inclusive organisation.

WHO SHOULD ATTEND?
• Diversity managers with less than a year’s experience in the field.
• Human resources generalists and specialists in other areas of human resources (for example, human resources business partners; compensation, organisational development, learning, and recruiting specialists or managers).
• Members of diversity councils, affinity group leaders, and other managers and employees active in diversity efforts.

TUITION FEES

<table>
<thead>
<tr>
<th>Individual Tuition</th>
<th>The tuition Fee is…</th>
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<tr>
<td>Mercer Network member company or client</td>
<td>$1,300 / €993 / £850</td>
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<tr>
<td>Non-member company</td>
<td>$1,500 / €1,147 / £981</td>
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LET MERCER CONDUCT AN IN-HOUSE SEMINAR
If you have several team members in one company location who would all like to attend a workshop, please contact us about conducting an onsite workshop.
Tuition for up to 18 participants plus travel for two Mercer leaders

A Mercer Network member company or client $15,000 / €11,474 / £9,802
A non-member company $20,000 / €15,299 / £13,074

FOUNDATIONS OF DIVERSITY STRATEGY AND PRACTICE AGENDA

09:00 WELCOME AND INTRODUCTIONS

Setting the Stage
- Definition of diversity and inclusion, and their relation to equal opportunity, legal, or regulatory mandates.
- Social, political, and economic drivers, and global context.
- Legal/regulatory context in the world regions; an overview of compliance trends.

Establishing the Business Case(s) and Setting Goals
- Model for creating diverse, inclusive organisations.
- How to create a compelling business case in your world.

Engaging Partners and Generating Energy in Diversity
- Strategies for engaging the organisation, top to bottom.
- Structuring the diversity initiative.
- Special concerns regarding diversity structure.
- Mechanisms for tying all the roles and groups together.

12.30 LUNCH

Strategy and Action Planning
- Integrating diversity with business and people-management systems.

Managing the Journey: Metrics, Accountability, and Communications
- Metrics and accountability.
- Communications.

Putting It All Together
- Avoiding detours along the road map for change.
- Diagnosing shortfalls.

16:00 ADJOURN

For more details, contact
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