**MICHIGAN ROSS**

# LEADING INCLUSIVE AND DIVERSE TEAMS AND ORGANIZATIONS

*Gain evidence-based knowledge and practical tools to help you improve your personal and organizational diversity and inclusion (D&I) toolkit.*

## Realize the Organizational Benefits and Improve Your Ability to Lead with Diverse and 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 bias, privilege, and their manifestations in stereotypes, prejudice, micro-aggressions, 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 and corporate leaders on equitable organizational processes and norms and inclusive behavioral team practices.

**DATES\***
4 Mar - 6 Apr 2024
12 Aug - 13 Sept 2024

**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.

### KEY BENEFITS

> **Identify Hidden Opportunities and Challenges**: Enhance your understanding of individual and organizational benefits available with diversity and inclusion.

> **Deepen Your Understanding of Different Demographic Differences**: Learn how to identify implicit bias and structural inequalities that impact workplace dynamics.

> **Gain Skills to Become Even More Anti-Bias**: Learn to apply skills as an individual and how to become a better ally.

> **Learn Best Practices with D&I**: Develop application of inclusive organizational processes and norms.

> **Gain Skills for How to Lead Inclusive Teams**: Apply conflict management skills, group decision-making best practices, and emotion regulation.

> **Acquire Tools for the Implementation of D&I Strategies in Organizations**: Employ the architecture of diverse groups, the role of data and metrics, and tools to integrate D&I into the very heart of an organization.

### 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 workplace.

> This program takes an intentionally global approach to D&I, while also acknowledging specific challenges in the American context.

**Contact us today** | 734-763-1000 | rossexeced@umich.edu | **michiganross.umich.edu/dei-teams**

## 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**<br>› Diversity Bonuses and Challenges<br><br>**Module 2**<br>› Individual Experiences with Bias | **Module 3**<br>› Diversity Challenges for Society<br><br>**Module 4**<br>› Allyship and Becoming Anti-bias as an Individual | **Module 5**<br>› Inclusive Leadership<br><br>**Module 6**<br>› Equitable Leadership | **Module 7**<br>› Leading D&I Strategic Change<br><br>**Module 8**<br>› Capstone Assignment | **Live Session**<br>› 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.

**9.4/10**

OVERALL SATISFACTION
SCORE FOR OPEN PROGRAMS
*– Financial Times, 2023*

› **REGISTER TODAY!**

For more information, contact:
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rossexeced@umich.edu
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