



THE UNIVERSITY  
of ADELAIDE



# BECOME A LEADER IN ORGANISATIONAL DIVERSITY AND INCLUSION

[execed.adelaide.edu.au](http://execed.adelaide.edu.au)

# The future of business demands true diversity and inclusion in the workplace. Organisations that pay no more than lip service will lose out.

By embracing a culture of diversity and inclusion in your workplace, you will build a competitive advantage through:

- Activating the entire workforce to achieve its greatest potential
- Attracting a healthy talent pipeline
- Retaining, engaging and developing the best talent
- Innovating through deeper, diverse insights into customers and markets
- Enhancing organisational relevance, reputation and culture
- Attracting investment and economic activity

Participate in Executive Education's short courses to learn how your organisation can benefit from closing the D&I gap. Our courses are professional, interactive and highly practical.

## Why we have designed this course

The University of Adelaide recognises the important education role it can play in progressing workplace diversity and inclusion. Through Executive Education, the University is committed to building professional development courses that deliver positive outcomes in workplaces. Executive Education and our expert presenters want to close the corporate diversity divide better and faster. Designed in 2018 and 2019 through a consultation and engagement process, we are excited to launch these new programs.

## Course 1: The Business Case for Diversity & Inclusion

25 & 26th September 2019

Designed to help businesses deepen their knowledge and understanding of core diversity and inclusion issues, understand the business case for implementing inclusiveness practices and how to plan for future success and build organisational alignment.

### What will you learn?

- How you can apply a toolbox for change that works
- Identify the business case for your workplace to be diverse and inclusive
- How to redesign business processes such as recruitment, promotion, flexibility and remuneration to create diversity and inclusion at work.

- Identify your own unconscious biases, understand merit and privilege in preparation for being a more effective leader.
- Have a foundational understanding of how to develop a D&I plan that engages your business and has a high probability of successful implementation

### Who is this course for?

- Human Resources leaders and managers
- Emerging and current middle/senior managers
- Professional Management Program participants who wish to take this course as an elective

## Course 2: Implementing a Diversity and Inclusion Plan

12 & 13th March 2020

Build your understanding of how to develop a D&I plan that engages your business and how to maximise the probability of successful D&I plan implementation.

### What will you learn?

- Undertake cross organisational interviews about issues relating to D&I, including with other divisions, HR, subordinates and superiors
- Document objectives for D&I planning that can be clearly articulated across the organisation
- How to apply situation analysis and change planning to create a corporate-level D&I plan
- How to build accountability in D&I implementation

### Who is this for?

- Human Resources leaders and managers
- Executives, middle & senior managers
- Employees responsible for D & I planning and implementation

## D&I Intention to Action

Following the two short courses, this elective module is intended to ensure impact in the organisation, through a three-month support program during the critical early stages of implementation.

To be delivered in early 2020, it will be equivalent to 2 days course work, delivered over 4 x half-day face to face learning and online content, and includes professional and peer to peer support.

**The Diversity and Inclusion Program is delivered by the D & I Collective, a team of experts in education, management and recruitment.**

### Sue Johnston

Sue has over 20 years of leadership and management experience in private and public sectors. She runs her own consultancy and has also lectured for the University of Adelaide in Communications and Professional Practices. She has facilitated D&I initiatives for companies such as BHP and Shell and has recently written a program on "Indigenous Perspectives in the Professions" for the Faculty of the Professions in partnership with Indigenous academics and Westpac Banking Corporation.

### Yvonne Bowyer

Yvonne regularly publishes, presents and consults to industry and business on ways to improve business effectiveness through workplace diversity and inclusion. In 2018 Yvonne launched her start-up, RemiPeople a technological solution to assist workplaces redesign the recruitment process without the harmful effects of unconscious bias.

### Darren Oemcke

Darren is partner and marketing director in boutique management firm Hydra Consulting, where he works with all sizes of company, government and industry on strategy, growth, digital transformation, customer engagement and education initiatives. He actively works with about 20 startups and is on the advisory board of four of these, has recently exited a data visualisation startup that he co-founded, is Chair of Surfing South Australia and a director of tourism business Invina.

## FOR FURTHER ENQUIRIES

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