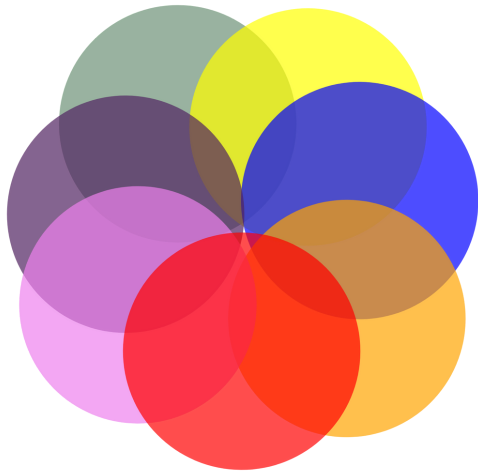




CONSCIOUS  
DEVELOPMENT<sup>SM</sup>

HUMAN DEVELOPMENT ORGANISATION  
FOR BUSINESS & COMMUNITY IMPACT



**Diversity  
Equity  
&  
Inclusion  
Certification Program**



# CONSCIOUS DEVELOPMENT

HUMAN DEVELOPMENT ORGANISATION  
FOR BUSINESS & COMMUNITY IMPACT

## About Conscious Development

Conscious Development is an organisation of experts in the field of human behaviour, organisational and business impact. Our purpose is to design ingenious pathways to realise human potential and establish organisational sustainability.

We offer avenues for growth and bespoke solutions through assessments, learning initiatives, toolkits, certifications and change interventions for individuals and systems - Organisations, Institutions and Communities.

Conscious Development works within the pillars of- Diversity, Equity, Inclusion & Belongingness (DEI&B), Culture, Leadership Development, Well-being and Coaching. We use Positive Psychology and a strength-based lens to build conscious leaders, craft intentional stories and shape organisational culture.

Our community of experts have worked in a vast variety of demographics, enabling it to have simultaneously a global and indigenous view of work systems.



## About the Program

The Diversity, Equity & Inclusion (DE&I) Certification Program is designed to give learners a contextual understanding of the prevalence of Diversity in global workplaces and the criticality of Equity & Inclusion in organisational growth and business impact.

The Program helps cultivate Diversity of the mind, in order to leverage a diverse workforce by establishing workplace equity and including every individual with their specific and unique strengths. It also equips participants with pathways and strategies to introduce and/or strengthen their future organisation's DE&I initiatives.



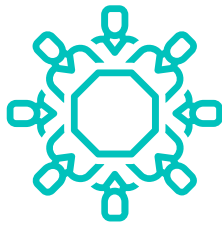
# Program Structure & Delivery

START DATE:

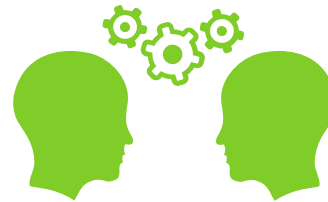
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LIVE ONLINE FORMAT



1 ORIENTATION SESSION  
+  
9 LEARNING SESSIONS  
+  
1 INDUSTRY PANEL DISCUSSION  
+  
3-5 ROUND TABLES WITH  
INDUSTRY EXPERTS  
+  
1 ACTION LEARNING PROJECT  
+  
1 GRADUATION SESSION



INTERACTIVE GROUP  
COACHING FORMAT



FACULTY DRAWN GLOBALLY  
FROM DE&I ACADEMIA,  
HUMAN BEHAVIOR AND  
INDUSTRY PRACTITIONERS



END DATE:

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# Learning Framework

**Understanding Diversity**

**The Inclusive Leader**

**Systemic Campaigns & Developmental Initiatives**

**Ecosystem Engagement**

**Data & Active Insights**

**Understanding Diverse Segments  
GENDER**

**Understanding Diverse Segments  
LGBTQ+**

**Understanding Diverse Segments  
RACE & ETHNICITY**

**Understanding Diverse Segments  
INTERGENERATIONAL**

**Understanding Diverse Segments  
PWD**

**Policy, Governance & Legal**

**Learning to Action**



# Past Organisational Participation

*In Alphabetical Order*

- Abbott Healthcare
- American School of Bombay
- Aon Consulting
- Aspire IT Services
- Azure Power
- Bosch
- CEAT
- Canara HSBC Life Insurance
- Catholic Health Association
- Godrej Industries Limited
- GlaxoSmithKline Asia Private Limited
- HCL
- Hindalco Industries
- Hindustan Unilever
- HP
- Kotak Mahindra Life Insurance
- Lintas
- Netflix
- Publicis Sapient
- Reliance Industries
- Robert Bosch Engineering and Business Solutions
- Tata Consultancy Services
- Tata Institute of Social Sciences
- The LaLiT Suri Hospitality Group
- Times Professional Learning (Bennett Coleman & Company Limited)
- Tribhovandas Bhimji Zaveri (TBZ)
- Uniphore
- VIP Industries
- Whitehat Jr.
- Willis Towers Watson

*“A very well structured and orchestrated program. Great learning. Right from understanding biases are normal, polarity mapping, policy coverage, allyship, preferred nouns, myths about Disability, ecosystem building for all diversity, job mapping, accessible communication to all, time log, data analysis and representation in the story form.”*

- Nita Baluni, Head - HR, The Lalit Hotels  
Program Alumna



*“The DE&I Certification Program jointly run by FICCI-Conscious Development was a thoughtfully planned and meticulously executed journey, for over a month. The Program successfully emphasised that there can never be a one-size-fits all approach to DE&I strategy; context matters, given how culturally complex organisations are and, that in itself calls for customised internal solutions.*

*It focused on a good blend of theory (ideology, statutes, laws, etc) and Evidence-Based Interventions with an eye on business outcomes. This to my mind was one of the key differentiators; the other being access to a global faculty pool with as many cultural perspectives on the subject - both of which made for interesting and insightful learnings / reflections.*

*This is a Program I would definitely recommend for OD, Change and DE&I professionals as part of their development toolkit.”*

- Mark T Fernandes, Senior Vice-President - Human Resources, Kotak Life Insurance  
Program Alumnus



TO BRING THIS PROGRAM TO YOU, CONTACT US :

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Conscious Development Lead: DEI&B and Well-being  
Email : [satyashiv@conscious-development.com](mailto:satyashiv@conscious-development.com)

*\*Modules can be adapted to geographic and cultural needs*