



IIPM



भारतीय बागान प्रबन्ध संस्थान बेंगलुरु  
INDIAN INSTITUTE OF PLANTATION MANAGEMENT BENGALURU  
(An Autonomous Organization of the Ministry of Commerce & Industry, Government of India)



MANAGEMENT DEVELOPMENT PROGRAMME  
on  
DIVERSITY, EQUITY AND INCLUSION  
FOR MANAGERS

**Two-day on-campus MDP | March 07 & 08, 2024 | IIPM Bengaluru**

Indian Institute of Plantation Management Bengaluru  
Jnana Bharathi Campus, P.O. Malathalli,  
Bengaluru - 560 056



# **MDP on Diversity, Equity and Inclusion for Managers**

## **Two-day MDP | March 7- 8, 2024 | IIPM Bengaluru**

### **ABOUT THE PROGRAMME**

Cultivating a culture of diversity & inclusion is imperative for organizations, addressing a pressing need within the contemporary workplace. It has the potential and proven benefits (attracting talent, engagement, retention) at workplace, underscoring the urgency for organizations to evolve into more inclusive and welcoming environments. Recognizing this imperative, the Diversity, Equity & Inclusion MDP is focused on the specific skills and competencies necessary to meet the growing demand for DE&I professionals. By addressing this need, the 2-day MDP equips participants with the knowledge and capabilities crucial for establishing workplaces that are not only engaging but also inclusive. The comprehensive MDP aims to delve into essential aspects, ranging from legal considerations and best practices to compliance standards.

### **FOR WHOM**

The program is designed for:

- Aspiring DE&I professionals, managers
- Those who are directly or indirectly involved in shaping or implementing DE&I agenda of the organizations can be part of the program.
- Officials of MSMEs and Start-ups who have actively prioritized the inclusion of diverse talents within their workforce.

### **PROGRAM LEARNING OUTCOME**

After attending the 2-day program, the participants will be able to:

- Enhance their understanding of Diversity, Equity, and Inclusion (DE&I), including the challenges confronted by DE&I professionals.
- Sensitization towards economic diversity and cultural intelligence.
- Enhanced ability to cultivate an organizational culture that actively promotes inclusivity.
- Development of essential competencies necessary for individuals aspiring to be effective Diversity and Inclusion Managers.
- Deepened comprehension of the advantages of embracing Diversity and Inclusion for organizational success, supported by examples of best practices in building a diverse and inclusive workforce.
- Increased awareness of legal and compliance requirements, fostering responsibility, empathy, and global citizenship among participants.

## **PEDAGOGY**

- Lectures through PowerPoint presentations
- Role Plays, Facilitated discussions
- Experiential Exercises

## **TRAINING MODULES & COVERAGE**

Action-based learning MDP includes experiential exercises on different Diversity Dimensions, Gender Neutral Language, Global Mindset, Unconscious Bias, Competencies and Compliances.

## **THE COURSE FEE**

Rs.8,000 including GST (it includes Institutional fee, reading material, programme Kit, Lunch, tea and snacks during programme days and the programme is Non-residential).

E certificate will be provided to all the participants.

## **FOR MORE DETAILS**

MDP Office, E mail: [mdp.iipmb@gmail.com](mailto:mdp.iipmb@gmail.com)

Phone: 080-23211716 [www.iipmb.edu.in](http://www.iipmb.edu.in)

## **PROGRAMME DIRECTOR**

**Dr. Sahiba Sharma** serves as an Assistant Professor at the Indian Institute of Plantation Management Bengaluru. She holds a PhD in Cross Cultural Management with a focus on International Human Resource Management (IHRM), as well as an MBA in HR and Finance, and a BSc in Biotechnology. Alongside her consistently meritorious academic background, she has experience in academic administration, teaching, and research.

Her academic interests are: Human Resources and Organizational Behavior (HR & OB), Cross Cultural Management, Analytics, and Research Methodology. Her research endeavours have delved into diverse topics such as climate and mass migration, sustainability, innovation, Green HRM, Zero waste products, COVID-19 and disaster management, International Human Resource Management (IHRM) with a focus on cross cultural aspects, Social Psychology, Expatriate management, Indian Culture, cyber world and human behavior, biotechnology, and health.

Dr. Sharma's research findings have been widely published in both national and international journals, many of which are indexed in databases like SSCI, Scopus, ESCI, and ABDC. She has also made significant contributions to numerous national and international conferences, holds a patent, has authored book chapters, a book, and case studies. Her academic prowess extends to coordinating

international conferences, Faculty Development Programs (FDP), and Management Development Programs (MDP), as well as engaging in collaborative research work and projects.

Beyond academia, Dr. Sharma has gained practical experience by working with manufacturing industries, cross-cultural consultants, and embassy officials, further enriching her expertise in various fields.

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