

Inclusive Workplace

Acceleration Programme



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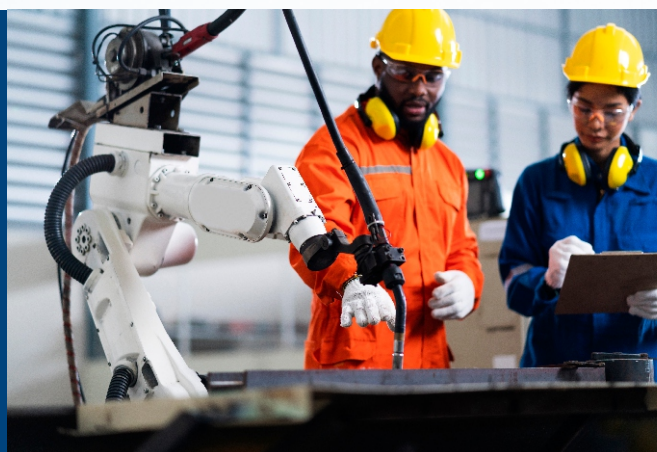
Start date : March 2024



Duration: Six (6) Days of Executive Workshops and Four (4) Months of Executive Coaching



Mode of Delivery: Hybrid (Online and In-Person)



About the Programme

Increasing diversity and equality in the workplace has become a priority for organisations around the world, and research shows gender diversity is correlated with improved company performance. Today, most organisations are working to recruit and retain more women and youths to improve productivity, build resilience, and improve their brand and reputation.

Each of us has an important role to play in building an inclusive workforce, this requires intentionality and a clear strategy. Organisations must address the structural barriers that inhibit diversity and gender equity, while individuals must acquire the knowledge, tools, and behaviours known to promote gender and multi-generational inclusion in the workplace. This programme is designed to equip executives and decision-makers to drive organisational goals and outcomes by developing the skills needed to advance inclusivity in workplace culture, policies, and practices.

The programme is delivered in a hybrid format of in-person workshops and online sessions. Participants also have access to post-taught sessions, coaching and guidance for organisation-wide implementation.

60%
Subsidised

Programme Fee

N3,700,000

For a Group of Three (3)
Participants per Company

Programme Modules will include:

- Empower Yourself and Lead the Change
- Diversity, Equity and Inclusion (DEI) and Your Organisation's Vision
- Gender Equity and Organisational Culture
- Diversity and Equal Opportunity Strategy and Change Management
- Change Management: The Role of Leaders and Allies
- Gender Equality in Management and Leadership Teams
- Build Your DEI Action Plan and Plan for Success
- Coaching Support for the Implementation of the Acceleration Programme

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Key Learning Outcomes/Takeaways

Participants will be able to

- Define and articulate the key gaps, strategic actions, and organisational benefits of gender equality, including improved business performance, resilience, employee satisfaction and well-being.
- Implement strategic actions that enable the organisation to meet its gender equality and diversity goals.
- Leverage the knowledge and improved skills of participating staff to introduce gender equality initiatives at each phase of the employee lifecycle, from recruitment and hiring, to succession planning and retirement.
- Build a positive national and International brand reputation by showcasing the organisation's commitment to gender equality and highlighting USAID and personnel development through executive training and certification.
- Connect to an international network of academic institutions, international partners, and organisations operating within the region and industry, and access robust learning and engagement opportunities.

Target Audience

This Programme is designed for C-suite professionals, executive directors, operations leaders, HR professionals and senior management executives who are responsible for organisational growth and driving strategy implementation. Interested organisations are required to send at least three participants.

Facilitators include:



Dr Akin Oparison
(Academic Director)



Professor Yinka David-West



Dr. Tunde Ekpe



Dr. Yetunde Anibaba



Dr Ogechi Adeola



Henry Onukwuba



Oreva Atanya

Hosting Partner Organisations



Facilitating Partner Organisations





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Learn more about the USAID Engendering Utilities Programme at
<http://www.usaid.gov/energy/engendering-utilities>

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