

Beyond Diversity

Executive strategies for doing DEI right

In-person

2025 dates TBD

\$7,950*

The Beyond Diversity Executive Education program at Kellogg is a best-in-class executive learning experience at the intersection where theory meets practice. It combines leading-edge academic insight with scientific theoretical grounding from some of the world's foremost experts, providing a unique opportunity for leaders looking for academic rigor and practical relevance. Over five days, you will learn what DEI is really all about and how to use your power and influence to make a lasting difference — in your organization and in your community.

The stakes are high. DEI is not just a problem to be solved with pledges or promises. What is required is constructively disrupting culture. Culture inside your organization. Culture within your industry. Culture in the marketplace. And using that disruption as a catalyst for creating the outcomes you want for your people and the communities where they live.

The Beyond Diversity program at Kellogg will challenge your head; it will challenge your heart; it will challenge your hands to accelerate inclusion, equity and sustainable impact in your organization and beyond. With expert faculty leading deep discussions on critical issues facing today's leaders as they examine their organizations' DEI practices, you'll come away with a better understanding of the issues and be positioned to take bold, meaningful action toward building diverse, equitable and inclusive organizations, cultures and communities.

“There are ethical foundations and moral implications to this work. Once all the promises have been made and all the pledges have been signed, it'll require moral courage on the part of leaders to make the difficult constructively disruptive decisions that are necessary to build organizational cultures and institutional systems that value every human life.”

NICHOLAS PEARCE

Learn more and apply: kell.gg/kxbeyonddiversity

Key benefits

- Learn to demonstrate authentic purpose in DEI
- Build a culture that supports long-term change in the organization's mission
- Influence and engage leaders to be champions for creating and sustaining an inclusive organization

Who should attend

Anyone who can lead and implement change within their organization, including:

- C-suite executives
- Chief diversity officers
- Chief human resources officers
- Senior management
- Other DEI leaders



*Your in-person program fee includes accommodations, most meals and course materials. Dates and program fees are subject to change.

Program content

Focusing the leader's mind

- Gain awareness of recent developments in today's workplace and its impact on our brains
- Learn simple, research-proven methods to practice cognitive control
- Prioritize behaviors and activities that support the legacy you're building

Beyond diversity: DEI fundamentals for executives

- Identify dimensions of diversity to understand the personal and organizational impact when it is rightfully leveraged
- Learn actionable steps to move beyond diversity to equity

Creating inclusive cultures for courageous DEI conversations

- Gain the courage to speak bravely and encourage courage in others
- Increase trust and morale within team and organization
- Move from conflict resolution to conflict transformation

Inclusion starts with "I" — Exploring the power of authenticity and allyship

- Articulate a compelling personal narrative
- Recognize and appreciate different levels of allyship
- Influence others by role-modeling self-disruption

Outsmarting ourselves: Understanding and overcoming our perceptual biases

- Recognize the different kinds of psychological biases that predispose us toward conflict
- Engage productively across differences thanks to practical frameworks for resolution

Designing bias-free organizations

- Identify barriers to recruiting and retaining a diverse workforce and shift the focus to creating equitable practices for potential candidates and current employees
- Explore human capital policies and processes in your own organization and determine what might be contributing to inequity; identify ways in which your organization can make change
- Explore the ways in which the work of becoming a more equitable organization can begin with the senior leadership

Who is us? Creeds, deeds and the problem of equity

- Recognize and call out the organizational dynamics that lead to inequity
- Learn strategies to practice and advocate for conscious inclusion

Systemic racism: History and current perspectives

- Understand the origins of systemic racism in the US and globally
- Recognize the ways in which it perpetuates today
- Gain awareness of specific policy approaches to eliminate it

How do we fix it? Building a comprehensive JEDI strategy

- Learn about the strategic approaches that organizations use to foster workforce diversity and leverage difference as a source of sustainable competitive advantage
- Understand the impact of diversity, equity and inclusion in organizations on firm strategy, organizational performance, and market leadership

Where's the finish line? Demonstrating moral courage

- Gain awareness of the invisible barriers that could get in the way
- Discover the unique features of the human brain which can support ongoing and effective leadership

Where do we go from here? Peer-to-peer action planning

- Synthesize key learnings
- Plan action steps for immediate action and continuous development

The faculty

The faculty for this program are widely recognized leaders in diversity, equity and inclusion — bringing a wealth of knowledge and practical insights to the critical discussions you'll have. *Please note: Faculty is subject to change.*



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Your learning and living experience

This program is held at Northwestern University's Chicago Campus:
Wieboldt Hall, 340 E. Superior Street, Chicago, IL 60611
Lodging is provided at Hyatt Centric Chicago Magnificent Mile.

Apply online now

Visit our website for detailed application and payment information. This program is limited to individuals with specific business experience. All applications are subject to review and approval from the program's Academic Director

Learn more and apply:
kell.gg/kxbeyonddiversity

Consult with an Advisor:
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