
Diversity, Equity and Inclusion in the Workplace

23 – 27 November 2026
Cape town





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Ref: 1311_2771 **Date:** 23 – 27 November 2026 **Location:** Cape town **Fees:** 4800 GBP

Diversity, Equity and Inclusion in the Workplace is a five-day senior DEI course delivered by Mars Training Centre in London, Paris, Amsterdam, Cape Town, and Dubai — designed for heads of DEI, HR directors with DEI in scope, and senior leaders responsible for building a workplace that is fair, inclusive, and capable of drawing on the full range of human talent.

DEI work has matured considerably over the past decade and has become more contested at the same time. Some organisations have over-promised and under-delivered. Some have made real, durable progress. The senior leaders who do this work well have moved past slogans toward systems: data, governance, design choices, accountability, and honest conversation. They also understand that DEI is a long-horizon discipline that asks more of organisations than a single training session ever can.

Across five focused days, you will work through the strategy, evidence, design, and governance of credible DEI work in an organisation. The programme is framed around principles and practice that apply across multiple jurisdictions, and is delivered by senior practitioners who have led DEI through both growth cycles and reputational difficulty.

What You Will Learn

- Apply the major frameworks of diversity, equity, and inclusion in organisational contexts.
- Distinguish between diversity, equity, inclusion, and belonging, and design for each.
- Diagnose the maturity of your current DEI work and identify the gaps.
- Build a DEI strategy that aligns with corporate strategy and workforce planning.
- Apply DEI data and metrics responsibly.
- Design interventions across hiring, development, reward, and promotion.
- Lead difficult conversations on DEI inside your organisation.
- Manage backlash, scepticism, and competing views constructively.
- Govern and report DEI progress to the executive committee and board.

How You Will Benefit

You will leave with a defensible, evidence-led DEI agenda and a Mars Certificate of Completion.

Your organisation will gain a senior leader who can build durable, measurable DEI progress, manage the politics of the work honestly, and connect the agenda to better organisational decisions.

Who This Programme Is For

This programme is designed for:



- Heads of Diversity, Equity and Inclusion
- HR Directors with DEI in scope
- Chief People Officers and senior HR Business Partners
- Heads of Talent and Heads of Engagement working with DEI
- Senior Internal Communications leaders supporting DEI
- Senior Organisation Development leaders
- Senior public-sector DEI executives

The seniority floor is head of department and above. The programme is delivered in person over five consecutive days, and delegates receive a Mars Certificate of Completion.