Diversity & Inclusion in Project Teams Training Course

Professional Development Training Course Outline

Category	Project Management	**Duration**	10 Days
Base Fee	$3,000 USD	**Delivery Mode**	Online / On-site Hybrid

Course Introduction

Diversity and Inclusion in Project Teams Training Course is designed to equip project professionals with the knowledge, skills, and practical tools required to manage diverse, multicultural, and inclusive project environments. As organizations increasingly operate across borders, cultures, and virtual teams, the ability to foster equity, belonging, psychological safety, and inclusive leadership has become a critical project success factor. This course integrates global diversity standards, inclusive project governance, unconscious bias mitigation, cross-cultural collaboration, and ethical decision-making within project management frameworks.

The training emphasizes real-world application through case studies, collaborative learning, and inclusive project simulations. Participants will explore how diversity drives innovation, improves stakeholder engagement, reduces project risk, and enhances team performance. The course aligns with global trends such as ESG, DEI compliance, human-centered leadership, agile teamwork, and sustainable project delivery, making it highly relevant for modern project-driven organizations.

Programme Curriculum

Diversity & Inclusion in Project Teams Training Course

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Course Objectives

1. Develop inclusive leadership competencies for project environments
2. Apply diversity intelligence in project planning and execution
3. Identify and mitigate unconscious bias in project teams
4. Enhance cross-cultural communication and collaboration
5. Promote equity, belonging, and psychological safety in projects
6. Integrate DEI principles into project governance structures
7. Manage multicultural and virtual project teams effectively
8. Align diversity strategies with organizational project goals
9. Improve stakeholder engagement through inclusive practices
10. Resolve conflicts arising from cultural and social differences
11. Measure diversity impact on project performance
12. Embed ethical and inclusive decision-making in projects
13. Strengthen innovation and creativity through diverse teams

Organizational Benefits

- Improved project success rates and delivery outcomes
- Stronger team cohesion and employee engagement
- Enhanced innovation and problem-solving capacity
- Reduced workplace conflicts and project risks
- Better stakeholder trust and reputation
- Compliance with DEI, ESG, and governance standards
- Higher retention of diverse talent
- Improved leadership credibility and accountability

Target Audiences

1. Project Managers and Program Managers
2. Team Leaders and Supervisors
3. HR and Talent Development Professionals
4. Diversity, Equity, and Inclusion Officers
5. PMO Professionals
6. Corporate Trainers and Consultants
7. Executives and Senior Managers
8. Development and NGO Project Staff

Course Duration: 10 days

Course Modules

Module 1: Foundations of Diversity and Inclusion

- Concepts and dimensions of diversity
- Inclusion versus equality in project teams
- Business case for diversity in projects
- Global DEI trends and standards
- Role of project managers in inclusion
- Case study on diverse project team success

Module 2: Inclusive Leadership in Projects

- Inclusive leadership behaviors
- Emotional intelligence and empathy
- Accountability in inclusive leadership
- Ethical leadership in diverse teams
- Leadership self-assessment tools
- Case study on inclusive project leadership

Module 3: Unconscious Bias in Project Teams

- Types of unconscious bias
- Bias impact on project decisions
- Bias mitigation strategies
- Inclusive recruitment for project teams
- Fair task allocation practices
- Case study on bias-driven project failure

Module 4: Cross-Cultural Communication

- Cultural intelligence fundamentals
- Communication styles across cultures
- Managing language and context barriers
- Inclusive meeting practices
- Virtual communication challenges
- Case study on cross-cultural miscommunication

Module 5: Psychological Safety in Projects

- Psychological safety principles
- Trust-building in project teams

- Encouraging diverse voices
- Managing fear and conflict
- Feedback and learning cultures
- Case study on high-performing inclusive teams

Module 6: Diversity in Virtual and Remote Teams

- Managing remote diverse teams
- Digital inclusion tools
- Time zone and accessibility issues
- Inclusive collaboration platforms
- Remote engagement strategies
- Case study on global virtual projects

Module 7: Inclusive Decision-Making

- Participatory decision models
- Avoiding dominance bias
- Consensus-building techniques
- Ethical project decisions
- Stakeholder inclusion methods
- Case study on inclusive governance

Module 8: Conflict Management in Diverse Teams

- Sources of diversity-related conflict
- Cultural conflict resolution styles
- Mediation and negotiation skills
- Respectful communication practices
- Preventing escalation
- Case study on multicultural conflict resolution

Module 9: Gender and Equity in Project Teams

- Gender dynamics in projects
- Addressing equity gaps
- Inclusive leadership for gender balance
- Policy and compliance considerations
- Safe reporting mechanisms
- Case study on gender-inclusive projects

Module 10: Disability and Accessibility Inclusion

- Understanding disability inclusion
- Universal design principles
- Assistive technologies
- Reasonable accommodation practices
- Inclusive project environments
- Case study on accessible project delivery

Module 11: Stakeholder Diversity Management

- Mapping diverse stakeholders
- Inclusive engagement strategies
- Community and social inclusion
- Managing power imbalances
- Ethical stakeholder communication
- Case study on inclusive stakeholder engagement

Module 12: Measuring Diversity Impact

- DEI metrics and KPIs
- Data-driven inclusion strategies
- Monitoring team inclusion levels
- Linking DEI to project performance
- Continuous improvement methods
- Case study on DEI performance tracking

Module 13: DEI and Project Governance

- Integrating DEI into governance frameworks
- Policies and codes of conduct
- Risk management and compliance
- Leadership oversight mechanisms
- Reporting and accountability
- Case study on governance-driven inclusion

Module 14: Innovation Through Diversity

- Diversity as an innovation catalyst
- Creative problem-solving models
- Inclusive ideation techniques
- Leveraging cognitive diversity
- Managing diverse innovation teams

- Case study on innovation-led projects

Module 15: Embedding Inclusion in Project Culture

- Building inclusive project cultures
- Change management for DEI
- Long-term sustainability strategies
- Leadership role modeling
- Continuous learning approaches
- Case study on cultural transformation

Training Methodology

- Interactive instructor-led sessions
- Group discussions and peer learning
- Real-world case study analysis
- Role plays and simulations
- Self-assessments and reflection tools
- Action planning and implementation exercises

Register as a group from 3 participants for a Discount

Send us an email: info@fineskilltrainingcenter.org or call *+254769199797*

Certification

Upon successful completion of this training, participants will be issued with a globally- recognized certificate.

Tailor-Made Course

We also offer tailor-made courses based on your needs.

Key Notes

a. The participant must be conversant with English.

b. Upon completion of training the participant will be issued with an Authorized Training Certificate

c. Course duration is flexible and the contents can be modified to fit any number of days.

d. The course fee includes facilitation training materials, 2 coffee breaks, buffet lunch and A Certificate upon successful completion of Training.

e. One-year post-training support Consultation and Coaching provided after the course.
f. Payment should be done at least a week before commence of the training, to Fineskill Training Center

account, as indicated in the invoice so as to enable us prepare better for you.

Upcoming Scheduled Sessions

Start Date	End Date	Location	Price
23 Nov 2026	04 Dec 2026	Online	$2,000
23 Nov 2026	04 Dec 2026	Physical	$3,000
23 Nov 2026	04 Dec 2026	Physical	$6,000
23 Nov 2026	04 Dec 2026	Physical	$6,000
23 Nov 2026	04 Dec 2026	Physical	$12,000
23 Nov 2026	04 Dec 2026	Physical	$9,000
23 Nov 2026	04 Dec 2026	Physical	$12,000
23 Nov 2026	04 Dec 2026	Physical	$12,000

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