

# STRONGER TOGETHER

**Build A Culture Of Belonging With Our  
Tailored DEI Programs**



# Overview

I know there is strength in the differences between us. I know there is comfort where we overlap.

Ani DiFranco

If acknowledging similarities is difficult, respecting differences is the solution. And this solution demands an understanding of differences.

We are a world of distinct ethnicities, languages, lifestyles, preferences, genders, and we are all united by the fact that we are divided.

In the context of enterprise operations, it's the differences that fuel innovation, out-of-the-box conflict resolutions, and bring in perspectives. And this comes – only – from having a diverse workforce. Over the last few years, having a culturally rich workforce is not just a conversation trickling down from the leadership but gradually becoming a mandate as well.



With the rise of an entirely new wave of workforce – GenZs and mushrooming ideologies, it's time to rewrite conventions and make old-school thought processes hampering our productivity and growth obsolete.

This is where our meticulously crafted DEI programs excel in.

Tailored for your enterprise's unique workforce imperatives and requirements, our extensive range of programs enable you to tap into the strengths of your diverse workforce, unlocking improved commitment, involvement, and reciprocation of initiatives and enterprise ambitions.

## Why Prioritize DEI For Enterprise Growth?



Increased innovation thanks to diverse viewpoints and perspectives



Stronger corporate culture where employees feel valued and respected



Improved stakeholder communication thanks to a culturally-aware workforce



Enhanced brand reputation



Incremented access to capital due to ESG adherence



Increased authenticity among employees that translate to overall wellbeing and more

# DEI In Numbers

- Diversity can enhance team innovation by **20%**.

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- **70%** of diverse companies are more likely to capture new markets compared to competitors.

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- **92%** of business leaders believe that a workforce education program would help an organization achieve D&I goals.

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- **68%** of millennials and **73%** of Generation Z prefer a company that prioritizes DEI over companies that do not.



# Inclusive DEI Programs Conceptualized & Implemented By UNext

We are forerunners in recognizing the distinctive value a diverse workforce can bring for an enterprise. That's why we have conceptualized and implemented key DEI programs for several global organizations, enabling them to seamlessly nurture a culture of respect, collaboration, and celebration of diversity.

## Flagship DEI Programs

### I Am Enough

- I am Enough is a 2-day program to motivate women to take charge of their learning and career graph.
- A fun filled yet informative workshop driven by games, activities and discussions.
- At the end of the program, participants will be aware of the factors holding them back in their career and how they must overcome them.

### She Leads

- A holistic WILP-based upskilling program with focused handholding as women professionals plan their long-term career goals.
- A pedagogy comprising instructor-led training, 360-degree assessments and 1:1 coaching session.
- At the end of the program, participants will have a clear path carved out for themselves by leveraging their strengths and working on their areas of improvement.

## Cultural Intelligence (CI)

- A program to help people identify their current CI and work towards improving their awareness of different cultures relevant to the workplace.
- ILT led sessions with case study discussions.
- The program will enable employees to identify and acknowledge different ethnicities and their backgrounds, thereby giving them a clear idea of diverse thought processes and perspectives.

## Neurodiversity

- A program to understand the neuroscience behind diversity at workplace and how it can be leveraged for fostering an inclusive workplace.
- ILT led sessions with case study discussions.
- At the end of the program, participants will be able appreciate and leverage neurodiversity in fostering a secure workplace

## Inclusion for People With Diverse Abilities

- A program to enable awareness among participants on the concept of inclusion and how we could make our teams and workplace comfortable to be for everyone.
- ILT led sessions with case study discussions.
- At the end of the program, participants will be aware of the various branches of Inclusion and ways to make the workplace easier for the differently abled.

## Unconscious Bias

- A program to help learners identify various types of bias and how to overcome them.
- ILT led sessions with case study discussions & role plays.
- Participants will be able to identify various types of bias and ways to how to overcome them.

## Inclusivity For Remote Workforce Management

- A program to enable learners to understand the nuances of working with hybrid teams & building trust and long-term professional relationships.
- ILT led sessions with case study discussions & role plays.
- The program brings clarity on working with remote teams, professionals from different frontiers, time zones and other virtual barriers.

## Gender Intelligence

- A program to help learners understand the concept of gender intelligence and its impact on workplace dynamics, leadership, and collaboration.
- ILT led sessions with case study discussions.
- Participants will be able to recognize and leverage gender differences to foster inclusivity, enhance communication, and drive organizational success.

## About UNext

UNext is one of India's largest skilling and talent transformation organizations with a comprehensive suite of training solutions with online degrees, enterprise skilling programs to nurture cutting-edge capabilities, and best-in-class content development and platforms for learners.

Headquartered in Bengaluru, UNext Learning is part of the Manipal Education and Medical Group (MEMG). We help some of the biggest Fortune 500 companies and key startups future-proof their workforce through customized 360-degree training programs across hierarchies.

Backed by our in-house subject matter experts and 1000+ top-notch industry-based faculty pool, we conceptualize and create outcome-focused industry relevant talent transformation programs in emerging technologies and professional skills.

<b>15+ years</b> of providing learning solutions	<b>600+</b> Large Enterprise Clients	<b>600,000+</b> Learners Transformed Globally
<b>40,000+</b> Pre-joining programs & Bootcamps	<b>50,000+</b> Role-based Programs	<b>5 Mn+</b> hours of content consumed



# Transform Your Workforce With Us

By tailoring programs for diverse domains and market segments across distinct functional roles, we offer the most practical and relevant workforce transformation programs in the market. Our program ecosystems are designed to seamlessly tackle massive volumes of simultaneous cohorts so you can precisely implement your workforce transformation goals.

To deploy a similar program in your enterprise and nurture future-ready professionals,



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**unext**