



# Diversity Certification Programs

*for  
Internal Diversity Professionals*

Certified Diversity Trainer  
Certified Diversity Advisor  
Certified Diversity Consultant

## Hubbard Diversity Measurement & Productivity (DM&P) Institute

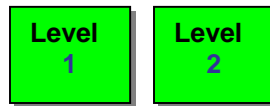
**Gain Credibility, Knowledge and Skills that  
Make a Measurable Business Impact!**

## What is Internal Diversity Certification

The Hubbard Diversity Measurement and Productivity Institute (DM&P) was established by Hubbard & Hubbard, Inc., an international organization and human performance consulting corporation founded in 1985 by Dr. Edward and Myra Hubbard to be a resource for diversity related skill development.

The Hubbard Diversity Measurement and Productivity Institute (DM&P) offers three types of professional, business impact certifications across six levels of skill-based competencies for internal diversity professionals that incorporate diversity return on investment processes to calculate financial and other contributions to the organization's bottom line. By enrolling, you can achieve certification as a:

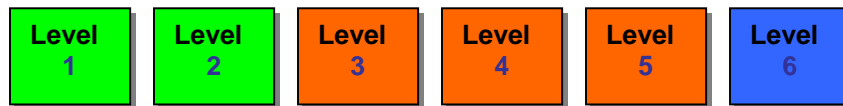
- ✓ **Certified Internal Diversity Trainer (with a Diversity Return on Investment Focus)**



- ✓ **Certified Internal Diversity Advisor (with a Diversity Return on Investment Focus)**



- ✓ **Certified Internal Diversity Consultant (with a Diversity Return on Investment Focus)**



## *Why Earn the Internal Diversity Certification*

*The only diversity certification series of programs of its kind---  
Our training links diversity to your business objectives,  
performance and return-on-investment!*

These certification processes are designed to help you build the confidence, credibility, knowledge and skills of individuals charged with delivering effective diversity training and expertise. The training equips you with tools, models, skills, and Hubbard & Hubbard, Inc.'s trademark diversity return-on-investment analysis methods for training, advising, and consulting to handle diversity interventions within your organization. Recognized for setting the industry standard for diversity measurement and its business impact, the Hubbard Diversity Certification programs helps you develop:

- **Credibility** - increase your value to the organization
- **Career Resilience** – develop marketable skills that allow you to move beyond training and take your place at the management table
- **Cutting Edge Tools, Techniques and Software** – learn about tools, techniques and software that you can apply immediately to your organization
- **Confidence** - develop and utilize skills to understand and speak the language of business as it relates to your diversity initiatives.
- **Performance consulting competencies and skills** – develop competencies to work with all levels within your organization
- **Recognition** – enhance your reputation for providing results-oriented solutions and diversity initiatives

## *Who Should Attend*

- Internal Diversity Directors
- In-house Trainers
- Staff Development Specialist
- Diversity Managers
- Diversity Coordinators
- Mid-to Senior Level Managers
- Operations Executives

## The Courses

Level  
1

### Certification Programs with a Diversity Return on Investment Focus

Level  
2

**Level 1:** *Teaching Diversity Training, Organizational Impact Skills, and Measuring Individual Behavior (3 Days)*. This first level workshop is aimed at teaching you the skills to train first level employees on diversity concepts and skills to work with others in a diverse environment. In addition, you will learn critical skills to measure employee's diversity effectiveness on the job and the workshop's impact on key organizational objectives.

Level  
3

Level  
4

**Level 2:** *Teaching Diversity Management & Leadership Skills (2 Days)*. This second level workshop is designed to teach you the skills needed to train executives and managers in diversity leadership concepts and competencies. In addition, you will learn critical skills to measure executives and manager's diversity leadership effectiveness and accountability on the job and the workshop's impact on key organizational objectives.

Level  
5

Level  
6

**Level 3:** *Developing Effective Diversity Advisory Board Skills (2 Days)*. This third level workshop is aimed at preparing you with the skills to work as an Advisor to diverse work teams such as diversity councils, a diversity task force, intact work teams that are diverse, and the like, to improve their processes and skills, and take advantage of the unique synergy they can develop as a competitive advantage. In addition, you will learn critical skills to measure the advisory team's effectiveness and their impact on key organizational objectives.

**Level 4:** *Diversity Culture and Systems Audit Processes (3 Days)*. This fourth level workshop is designed to teach you the skills needed to work as an Advisor to conduct a successful Diversity Culture and Systems Audit to analyze the organization's needs. In addition, you will learn critical skills to sort and group data, identify themes and patterns and measure organizational needs and impact. This certification level equips you with everything you need to conduct a Diversity Culture and Systems Audit including all data collection and reporting templates!

**Level 5: Diversity Performance Consulting Skills (3 Days).** This fifth level workshop is aimed at preparing you with effective internal diversity consulting skills to work as an Internal Consultant to senior management personnel and strategic business units (SBUs) regarding diversity. This level of certification offers advanced facilitation skills, with cutting edge process and outcome analysis techniques. In addition, you will learn critical skills to measure the organization's overall performance effectiveness and impact on key organizational objectives.

**Level 6: Executive Coaching and Strategy Development (3 Days).** This sixth level workshop is aimed at continuing your preparation to build effective internal diversity consulting skills to work as an Internal Consultant to senior management personnel and strategic business units (SBUs) regarding diversity. This level of certification offers training to build executive coaching and mentoring skills, strategic planning, advanced problem solving techniques, business analysis, and organization development methods, etc. In addition, you will learn critical skills to measure organization and business return on investment impact.

### *Internal Diversity Certification On-Site*

Conducting Diversity Certification workshops at your location gives you the flexibility to meet the learning needs of your employees. You can provide your entire staff—from line managers to trainers to senior managers—with a foundation in diversity management skills and show them how it will help your organization achieve its business goals. With an on-site program, you reduce travel expenses, save on registration fees and organize the workshop times to meet your busy schedule.

### *How to Register*

**Hubbard & Hubbard, Inc.**

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