



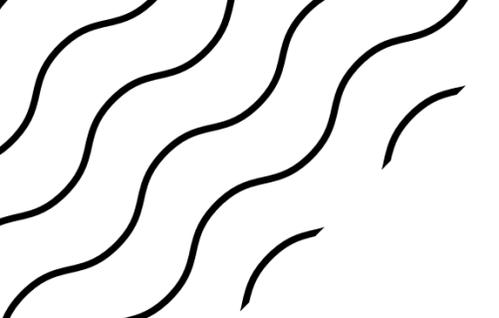
Fateh
Trainings & Consultancy

Diversity, Equity & Inclusion

Unlock the Power of an Inclusive Workplace!

Training Instructors
Mr. Pervez Fateh | Mr. Muhammad Siddiq

BUILDING COMPETENCE, INSPIRING CONFIDENCE



Overview

The Diversity, Equity & Inclusion (DEI) course is designed to help professionals and organizations build workplaces where every individual feels valued, respected, and empowered. Through interactive discussions, real-world case studies, and practical tools, participants will gain a deeper understanding of diversity's role in driving innovation, equity's impact on fairness, and inclusion's importance in fostering belonging.

Why us?

At Fateh Trainings & Consultancy, our DEI programs blend practical experience with global best practices to create lasting cultural impact. Led by experts in leadership and organizational development, the training equips participants to identify bias, build inclusive policies, and foster belonging.

Through interactive learning and real-world case studies, we ensure participants gain actionable tools to promote diversity, drive innovation, and strengthen workplace collaboration.



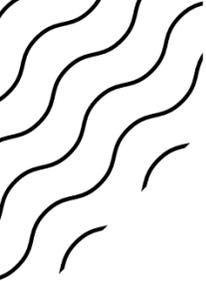
Objectives

- Understand the principles and importance of DEI in modern organizations
- Identify and address unconscious biases that affect workplace decisions
- Develop inclusive policies for hiring, development, and performance management
- Apply cultural competence and empathy to strengthen teamwork and collaboration
- Design actionable DEI strategies to drive lasting organizational change

Who Should participate?

HR professionals, team leaders, managers, and executives aiming to build equitable, inclusive, and high-performing workplaces





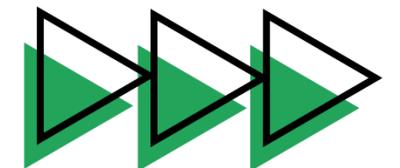
Topics Covered

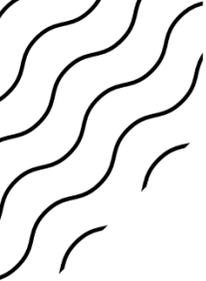
Understanding & Embracing Diversity

- What is diversity and why it matters
- Key dimensions: race, gender, age, ability, and culture
- The business case for diversity: improved performance, innovation, and compliance
- Case studies and real-world examples

Creating Inclusive Workplace Policies

- Difference between inclusion and diversity
- Fair hiring, promotion, and compensation practices
- Integrating inclusivity in training and development
- Building equitable systems and transparent processes





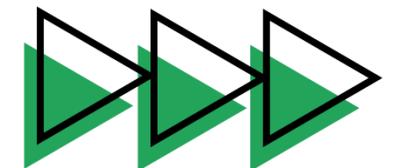
Topics Covered

Unconscious Bias & Cultural Competence

- Understanding how bias shapes decisions
- Tools and frameworks to identify and reduce bias
- Developing cultural awareness and global sensitivity
- Activities: self-assessment and reflection exercises

Action Planning & Implementation

- Conducting DEI audits and collecting employee feedback
- Setting SMART goals for measurable progress
- Tracking metrics and ensuring accountability
- Building long-term DEI sustainability through leadership commitment



Trainers



Mr. Pervez Fateh

CEO, Lead Trainer & Consultant

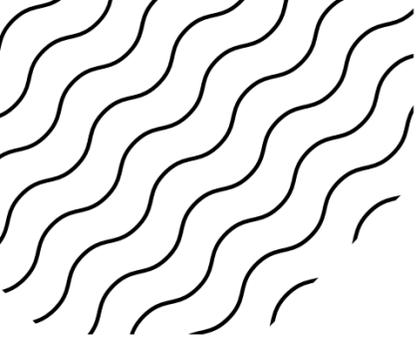
Mr. Pervez Fateh is a seasoned industrial leader with over 40 years of experience in plant operations, reliability, and executive management within Pakistan's fertilizer sector. A Mechanical Engineer from NED University, he has held senior roles at FFC and Fatima Fertilizer, achieving a 99.6% on-stream factor and a Guinness World Record for 60 million Safe Man Hours. An advocate of HSE, innovation, and leadership excellence, he has completed executive programs at MIT, the University of Michigan, and LUMS. As FTC's Founder and CEO, he now focuses on developing future industrial leaders through strategic consulting and hands-on professional training.



Mr. Muhammad Siddiq

Senior Trainer & Consultant

Mr. Muhammad Siddiq is a highly experienced Chemical Engineer and certified Technical Instructor with over 34 years of service at Fauji Fertilizer Company Ltd. His expertise spans plant operations, process optimization, and comprehensive workforce training across national and multinational industries. A PEC-registered Professional Engineer, he has delivered over 100 technical and soft skills sessions, designed skill enhancement programs, and mentored aspiring engineers through career development initiatives. Known for his hands-on, interactive training approach rooted in adult learning principles, Engr. Siddiq is dedicated to capacity building and continues to empower professionals with leadership, communication, and operational excellence.



Fateh
Trainings & Consultancy

Duration

1 day

Location

At Client's Site/ Lahore

Training Instructors

Mr. Pervez Fateh | Mr. Muhammad Siddiq

Get in Touch

 **+92 345 3882040 | +92 300 8670542**

 **info@ftc-consultancy.com**