

DEI Beyond Compliance: Transforming Organizations through 4- Pillar Alignment

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14th - 16th
September 2026

Venue

Lagos,
Nigeria

Course Facilitator:

**ALESSANDRO
FONTANA**

DEI & Leadership Expert | Change
Management Consultant | Lead
Trainer



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Course Overview

DEI Beyond Compliance: Transforming Organizations through 4-Pillar Alignment

This 3 Days program moves beyond checkbox DEI into **real business transformation**. It equips leaders with a **systemic 4-pillar** model connecting leadership, culture, wellbeing, and performance to drive measurable outcomes.

Participants learn how to:

- Diagnose hidden organizational inefficiencies (“people system leaks”)
- Align multicultural and multi-generational teams
- Reduce change fatigue and resistance
- Translate inclusion into **ROI, retention, and productivity gains**

Key Learning Outcomes

By the end, participants will be able to:

- Conduct **organizational diagnostics** to identify root causes of disengagement and performance gaps
- Align leadership, HR, and operations into a **single performance-driven system**
- Apply **inclusive leadership strategies** in complex, diverse environments
- Use **neuroscience-based techniques** to manage resistance and change fatigue
- Improve **expat integration & talent retention strategies**
- Build a **data-driven DEI strategy linked to business KPIs**
- Calculate and communicate the **ROI of inclusion initiatives**
- Develop a **90-day execution roadmap** for transformation

Why You Should Attend?

- Move from **DEI theory** → **measurable business impact**
- Fix **hidden inefficiencies in workforce performance**
- Reduce **burnout, disengagement, and turnover**
- Build **high-performing multicultural teams**
- Learn a **simple, scalable system** (not complex frameworks)
- Gain tools to **link people strategy directly to ROI**

Course Facilitator

ALESSANDRO FONTANA

DEI & Leadership Expert |
Change Management
Consultant | Lead Trainer



Alessandro Fontana is an ICF Professional Certified Coach (PCC) with over 30 years of international leadership experience across Europe and Asia, specializing in Diversity, Equity & Inclusion (DEI), leadership development, and organizational transformation.

A passionate advocate and expert in systemic equity, Alessandro has conceived a breakthrough framework designed for the modern corporate landscape: **“The 4 Interconnected Pillars”**. Driven by a commitment to results over mere compliance, he developed this methodology to be inherently simple to understand and effective to apply. Most importantly, it is a proven system that works—bridging the gap between human potential and organizational targets without creating the resistance often found in traditional DEI initiatives.

He is the Managing Director of Horizon Consulting Co., Ltd., supporting organizations in aligning people, culture, and strategy to drive measurable performance and sustainable growth.

- **Energy Sector Expertise:** Led high-impact gender equity and inclusive leadership initiatives in complex, male-dominated environments across Southeast Asia.
- **Command & Crisis Leadership:** Served 15 years as a Company Commander (Captain) in the Swiss Civil Protection, leading teams in high-pressure environments and strengthening governance, resilience, and decision-making.
- **Strategic Advisory:** Partnered with multinational corporations, Fortune Global 500 organizations, and public sector entities to deliver executive coaching and leadership transformation.
- **Academic Contribution:** Adjunct Faculty member, delivering leadership development programs for emerging leaders (Gen Z), supporting their transition into high-performance corporate environments.

Alessandro integrates Neuroscience, Positive Psychology, and Systemic Coaching to reduce change fatigue, strengthen leadership capability, and build resilient, high-performing organizations. He delivers programs in English, French, and Italian.

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Day 1

FOUNDATIONS OF ORGANIZATIONAL ALIGNMENT (From Awareness to Strategic Diagnosis)

Introduction to DEI & Organizational Transformation

- Introducing the "Horizon Perspective": Authenticity vs Perfection in a diverse workforce.
- The Einstein Framework: Root Cause vs Symptom Management.
- Why most DEI initiatives fail (compliance fatigue vs transformation).
- Introduction to the 4 Interconnected Pillar Alignment Ecosystem

Exercise "The Stakeholder Audit":

- Defining the "Why" beyond the brochure. Participants identify the specific organizational "Change Fatigue" they intend to solve.

Redefining DEI & The Brain - Managing Change in a Mixed Workforce.

- The neuroscience of bias and its impact on executive decision-making.
- Mindset shift tools across Gen Z and senior leadership.
- Cultural Intelligence (CQ) as a business multiplier.
- Reducing friction and managing change in diverse environments.

Functional Pain-Point Audit:

- Interactive breakout: identifying barriers across HR, Operations, Legal, and Leadership.
- Mapping organizational challenges and misalignments.
- From symptoms to root causes in organizational performance.
- Output: Defined organizational "pain points" and priority areas.

Synthesis & Personal Mastery Alignment:

- Aligning individual values with corporate objectives.
- Strengthening leadership awareness and accountability.
- Translating insights into actionable leadership behaviors

Day 2

LEADING THROUGH COMPLEXITY

Capability Building: Global Cultural Competency.

- Moving from awareness to Leadership Capability in diverse environments.
- Strategic tools for Multinational Workforce Alignment and Cultural Onboarding.

Managing Change in a Mixed Workforce.

- Tactical tools for a "Mindset Switch" across Gen Z and Senior Leadership.
- Implementing new ways of working to reduce "Change Fatigue" and friction.

Leadership Awareness about Stress Management & Talent Retention

- Psychological Safety as a protective factor against executive burnout and talent loss
- Increasing Leadership Awareness to identify and mitigate stress in introverts and diverse cognitive styles

Mental Health & Resilience: The New Drivers of Organizational Performance

- The ROI of Resilience: Why is mental health now considered a top-tier business KPI for multinational firms?
- The 21% Advantage: What is the direct link between high-resilience cultures and double-digit productivity gains?
- The Engagement Switch: How can addressing "hidden" wellbeing dimensions increase employee engagement by 5x?
- Strategic Retention: How do you build a "Resilience Shield" to eliminate the operational risks of burnout and turnover

Day 3

MASTERING THE ROI OF INCLUSION

Phase 1: The Harmony Audit & Root-Cause Assessment.

- Learn how to utilize the Key Indicators to diagnose organizational "leaks".
- Map your department's Radar Chart.
- This session builds Diagnostic Authority, shifting your leadership from symptom management to addressing the root causes of imbalances.

The Interconnected Narrative & Workforce Alignment.

- Master the "Elastic Mindset" to craft compelling business cases that link every intervention to all 4 Pillars. Learn to articulate a unified narrative that ensures Multinational Workforce Alignment across diverse cultural and generational groups.

Tactical Implementation Laboratory.

- A hands-on, flexible workshop applying the "Horizon Virtuosity" model to a specific corporate challenge, from Expat Integration and Gen Z Retention to building Women in STEM pipelines. Learn how to turn theory into an immediate, high-performance execution strategy.

Analytical Modelling & Financial Empowerment.

- Exercise: How to apply evidence-based formulas to calculate the hard ROI of your strategy.

Capstone: Your 90-Day Strategic Blueprint.

- Finalize your personalized roadmap for Sustainable Organizational Transformation. Ensure long-term talent retention and systemic balance

Programme Schedule

- Session 1 - 1 hour 5 minutes - 10 minutes break
- Session 2 - 1 hour 15 minutes - 10 minutes break
- Session 3 - 1 hour 5 minutes - 45 minutes break
- Session 4 - 1 hour 5 minutes - 10 minutes break
- Session 5 - 45 minutes

The course will end at 03:30 pm

Who Should Attend?

- **Senior Leaders / Executives** (CEO, COO, Directors)
- **HR & Talent Leaders** (CHROs, Talent Heads)
- **Operations & Business Unit Heads**
- **Compliance, Risk & Legal Professionals**
- **ESG / CSR Leaders**
- **Customer Experience Leaders**

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Registration Form

Event Code: IL-SSES-005

Please fill & sign below form & send us on
training@Indulead.com

Delegate 1
Name : _____
Job title: _____
Email: _____
Mobile: _____

Delegate 2
Name : _____
Job title: _____
Email: _____
Mobile: _____

Delegate 3
Name : _____
Job title: _____
Email: _____
Mobile: _____

Delegate 4
Name : _____
Job title: _____
Email: _____
Mobile: _____

Delegate 5
Name : _____
Job title: _____
Email: _____
Mobile: _____

Note: In case of 6 or more nominations make a duplicate of this form & fill in the details.

ORGANIZATION DETAILS:

Company : _____
Address: (to be used on invoice): _____

Telephone: _____
Country: _____

AUTHORIZED BY:

Signature: _____
Name: _____
JobTitle: _____
Email: _____
Date: _____

PAYMENT DETAILS:

Credit Card Holder's Details - To send Payment Link
First Name: _____
Last Name: _____
Email: _____
Country: _____

Course Fee

Registration Fees:

- Book 1 delegate Pay USD 1,595/delegate
- Book 2 or 4 delegates Pay USD 1,295/delegate
- Book 5 or more Pay USD 995/delegate

(All pricing excludes all taxes)

Payment Mode:

- Payments will be made by Credit Card or by Bank transfer, an Invoice will be sent soon after we receive the signed & filled registration form.
- Payment is required within **5 working days** after the receipt of the invoice.
- Payment must be received in full prior to the Course Origination.

Terms & Conditions:

- 1) Fee Includes (For Face 2 Face Training): the course fee covers all course material, lunch & refreshments. Please note that hotel accommodation is not included in the course fee.
- 2) Fee Includes (For Virtual Training): the course fee covers the live course session & the course material soft copies along with Certificates of Attendance.
- 3) Payment terms: Payments are required within 5 working days from the date of receipt of an invoice; all payments should be transferred by Credit Card/bank transfer to the Indulead International account. A receipt will be issued as payment is received.
- 4) Cancellation /Substitution Policy: Cancellation is only acceptable if submitted to us by email & will be subject to charges, cancellation received 60 days prior to the event 25% of the training fee will be charged, 30 Days prior to the event 50% of the training fee will be charged, 15 days prior to the event 75% of the training fee will be charged, 7 days prior to the event 100 % of the training fee will be charged. Substitution is the best option to avoid cancellation, as the cancellation is required in writing via email likewise Substitution is also required by email with complete details of the substituted delegates (Name, Position, Email & Mobile).
- 5) In the case of No Show, clients cannot claim any refund, & are not entitled to claim the Credit Voucher.
- 6) Cancellation by a paid client; does not subject to any cancellation charges, Indulead International will either accept the substitution or will provide a Credit Voucher of the Invoice amount which can be utilized in any of our future training, with validity up to 6 months.
- 7) Every possible effort is made to incorporate the event as it campaigns, however, due to any unforeseen circumstances Indulead International reserves the right to change the venue, location, and trainer. Also due to unforeseen circumstances, the event may be canceled or postponed, in this case, the paid delegate(s) Indulead International will process & refund the full amount, less the bank/service charges up to 5 % or less.
- 8) While all topics shown in this brochure will be covered in the course, the facilitator/instructor reserves the right to restructure and delivers them in a different order or sequence.
- 6) The client is considered aware of all the above terms and conditions, as they sign on this registration form & Indulead International will not be responsible for any expectation or monetary loss as indicated above.