



*Creating Inclusive,
Diverse Workplace
Cultures One
Person at a Time!*

AN IN-PERSON OR ONLINE COURSE

Essentials of Inclusion™

In this highly interactive program, you will be introduced to a series of concepts and models that will help you to understand how differences, if not managed effectively, can lead to a lack of teamwork and engagement. You will be fully immersed in the experience and learn first-hand about what it feels like to be a person of difference. You will share your experiences and participate in meaningful facilitated discussions, providing insight into your own biases and prejudices in a non-threatening and caring way.

Essentials of Inclusion will provide you the perfect foundation for greater awareness and increased confidence in working with your diverse team/organization. The tools that are provided will help you to create a robust D&I training effort which will appeal to all of your employees, and especially those whose differences have not been addressed in past D&I efforts!

The program can be facilitated in person or in a webinar format. The online version consists of four two-hour online sessions facilitated by one of our experienced coaches. The program includes an additional two parts: a 45-minute pre-training survey and coaching session which identifies your learning opportunity areas, and a post-training survey and coaching session which reviews your progress and ongoing areas of growth.

Why You Should Attend

- Ensure that you are effectively prepared to support your organization's D&I efforts, especially those focused on creating an inclusive and engaging workplace culture.
- Learn how to utilize several tools and models to assist others in discussing their differences and how these differences may be causing them to disengage and feel excluded in organizations.
- Deepen your understanding of your blind-spots and biases and learn how they could be unconsciously impacting decisions and relationships in the workplace.



Transform Your Culture.
CREATE INCLUSION.



Essentials of Inclusion™

The program uses brief presentations, small group discussions, storytelling and experiential exercises to involve the participants and keep their interest high. The experienced facilitator and small number of participants (up to 20 is ideal) maintain the safety and privacy of the group and support the learning for everyone. A diverse group of participants ensures that many topics are introduced and that the learning environment is rich and effective for everyone.

LEARNING OBJECTIVES

After attending this program, you will be able to:

- Use the Elements of Individuality Model to facilitate discussions related to individual differences and how they matter with individuals in your workplace.
- Articulate your uniqueness and individuality, in a way that facilitates others' comfort and sharing.
- Discuss your workplace challenges with a safe and trusted group of like-minded team members.
- Communicate the business value of creating a culture of inclusion, which leads to greater diversity and employee engagement.
- Understand the concept of Social Distance, and how its shadow can create an environment where people's true value and uniqueness can't emerge.
- Understand how the brain processes information about differences, creating stereotypes and affective bias.
- Help others understand how biases and misunderstandings can negatively impact workplace relationships and productivity.
- Use your personal story to explain to others how your experiences and socialization impacted you, leading to greater understanding and improved workplace relationships.



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