

Training Components:



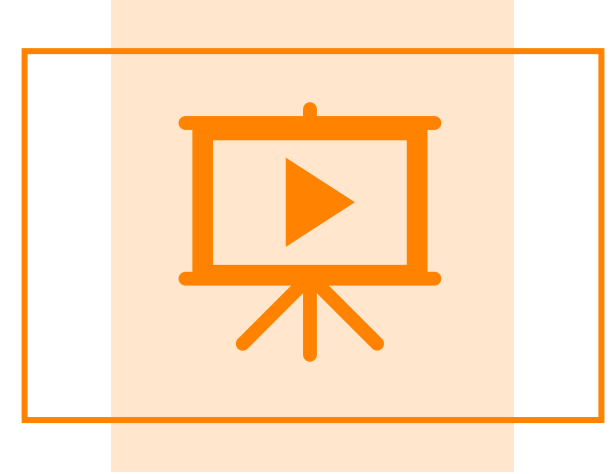
Session Workshop

Synchronous workshop session; interactive with interspersed small group discussion for peer learning and engagement



Practice

Accountability partner assignments (peer partner) for integration of new skills



Inter-session Assignments

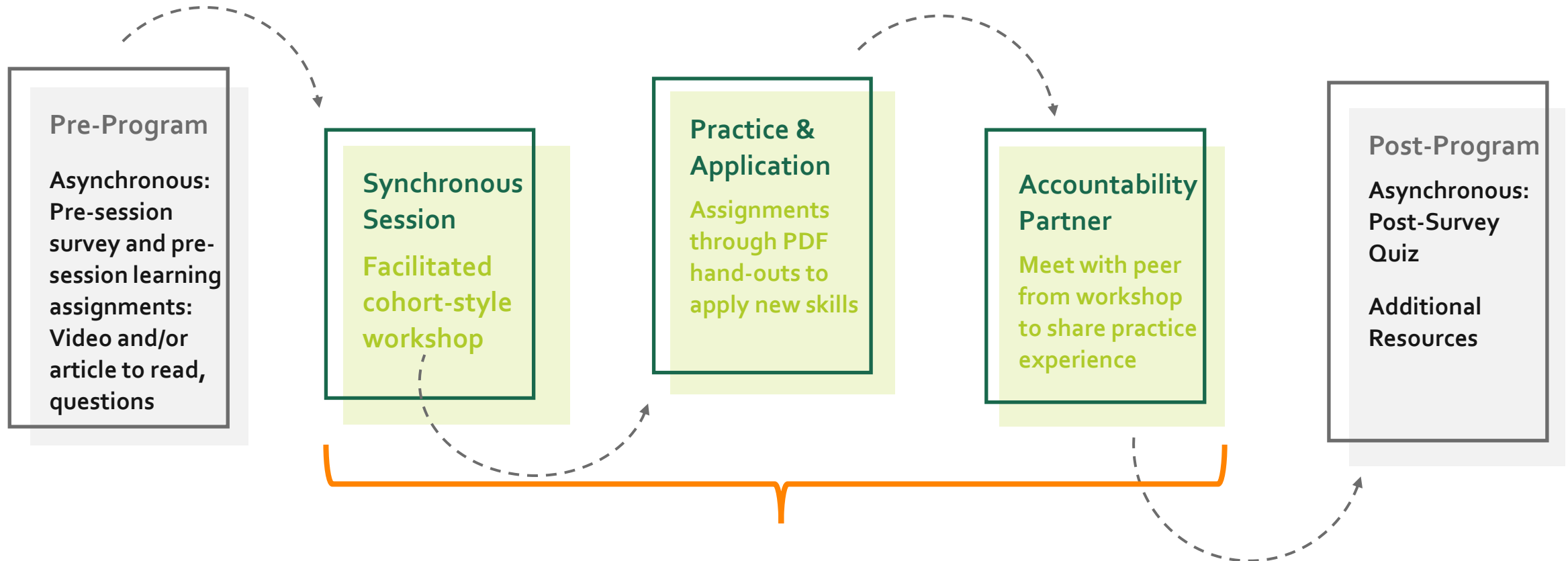
Quick assignments between sessions to enable more interactive sessions and to provide reminders to apply new skills



Program Flow

Multiple program components allow participants to

1. adequately understand & digest new concepts
2. practice real-life application
3. utilize multiple learning modalities



Cycle repeats for each workshop session, with 3 to 5 weeks between most workshop sessions. This program is 5 synchronous workshop sessions.



Your Workshop Topics:



#1 Unconscious Bias- The Reframe

As we kick-off our training program, we start with the basics; A deep dive into the behavioral psychology of decision making, detailing how the brain makes assumptions and how that can result in poor decision-making. We teach learners how to slow down their thinking and reframe the narrative to ensure decisions are strategic and based on rational analysis, to learn and interact with and respect various cultures.

#2 Psychological Safety

Lack of psychological safety means employees are fearful of judgment & retribution, and wary of admitting mistakes. In psychologically safe environments, teams easily and naturally collaborate and innovate, and employees feel more engaged. This workshop teaches the components necessary for psychological safety and a roadmap for how to create psychological safety.

#3 Navigating Difficult Conversations

Managing conflict and having candid conversations is often layered with fear and awkwardness. With a foundation of psychological safety now in place from session 2 so they have the freedom to practice and make mistakes, learners are taught the communication skills to honor all perspectives in a conflict situation. By anticipating reactions in the moment and preparing for the resistance, learners are prepared to successfully manage the inevitable conflict that occurs between colleagues and on teams.

Workshop Topics Continued..



#4 Inclusive Communication

Inclusive language is language that reflects reality, language that does not demean, and language that respects others. Culturally inclusive communication allows us to use one element of the workplace environment, communication, to create a culture of inclusion. This means that we are using communication- a way of exchanging information- in a way that allows everyone, no matter their background, to feel they belong. Using inclusive communications will teach learners how to respect and interact with various cultures. This workshop provides instruction on how to use inclusive language to communicate inclusively.

#5 Allyship in Action: Integration of DEI into Daily Work Life

This session ties everything that has been learned thus far, together- empowering learners to understand the responsibilities and opportunities inherent in their roles. Focusing on the value of all that has been taught in the previous four sessions, learners will create a plan to continue their skillset practice and how they can leverage their full self to show what is possible to others. This workshop will go over all of the key takeaways and catapult learners to apply them to their daily lives.

Time Commitments:



Pre-survey (done 1 time before program launch)	5-10 minutes
Pre-work/Intersession assignments (done before each session)	10-15 minutes
Workshop Session (once a month, Jan-May)	90 minutes
Post-survey (done 1 time after program ends)	5-10 minutes