

ENGAGING INCLUSION

As a Pathway to Performance

ENGAGING INCLUSION IS:

4 Hour Interactive Workshop that:

- Defines and demonstrates diversity as a larger than a singular different way of thinking, moving, engaging, believing or being.
- Gives clear direction on moving your organization forward based on where you are.
- Encourages authentic conversations about difference and diversity,
- Builds key strategies to inclusive team building, and engagement
- Addresses key barriers to inclusion i.e. experience, skills, language, and change,
- Identifies your organizations strength in difference,
- Identifies why many inclusion initiatives are not sustainable or effective, even when the organization believes strongly in the concept.
- Demonstrates the clear connection between fear, and engagement
- Addresses how diversity and inclusion effect performance, innovation and motivation.

"This training is powerful, it changes how you talk to people, it changes how you see yourself and your organization" Participant, 2019

We build the Common Ground for Your Organization to Address:

- Barriers to connection and collaboration on your team,
- How vulnerability, shame and judgement are effecting your teams engagement and performance
- Responding to constantly changing team dynamics and customer/athlete needs.
- Physical, cognitive and social differences, and responses
- Trust and responsibility,
- Psychological safety,
- The value of diversity & inclusion at the personal, team, and organizational levels,
- How diversity and inclusion influence day-to-day interactions and decision-making.

Return on Investment:

- Practice and training techniques, models and ideas that get diversity messages across, without shame and judgement.
- Increased coach, athlete, administration engagement,
- Focused strategies based on YOUR teams identified strengths and challenges,
- Measurable change in inclusive, innovative and creative solutions to complex challenges.
- New methods of addressing conflict and difference,
- New innovative methods of addressing team culture,
- Identifies clear direction for changing behavior and actions in positive and productive ways

Gallup finds that 70% of the variance in a team's engagement is related to their management. Managers create the conditions that promote the behaviors of engaged employees (or just the opposite) with the relationships they establish. The manager is either an engagement-creating coach or an engagement-destroying boss, but both relationships affect employee behaviour (2019) Engagement and Inclusion work together to improve organizational and team performance.

"I lost track of time I was so involved, going to use it starting tomorrow" Participant, 2019

Package Includes:

- 4 Hour Workshop
- 3 Applied Play Experiences and Debriefing
 1. **Shapes:** Finding Strength In Our Differences
 2. **Build Me An Airplane:** Identifying and Engaging A Teams Hidden Strengths
 3. **The Mystery Box:** How Curiosity Feeds Innovation and Fear Limits Inclusion
- Coordination and set-up for the designated locations.
- All workshop materials
- Workshop follow up, and next steps planning.

Contact and Booking:

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