



Empowering People to Connect, Create,
and Innovate Across Cultural Lines

INDIVIDUAL INTERCULTURAL CREATIVITY® & DEI TRAININGS

BUILDING BEYOND BIAS™ - 2-3 SESSIONS

This training challenges team members to increase self-awareness and critically examine personal unconscious bias and decision-making biases through creative activities and safe discussion platforms. Our training extends past self-awareness to equip trainees with tools to manage bias, engage in behavior change and build a culture of creativity.

ERADICATING MICROAGGRESSIONS (SAE) IN THE WORKPLACE – 2-3 SESSIONS

This challenging yet engaging session not only increases awareness of subtle acts of exclusion (SAE) but begins the cognitive and emotional work to result in actual behavior change in a safe space. Team members who complete this training are more empathetic, mindful and proactive with creating a culture of inclusion and psychological safety.

ALLYSHIP AND TRUST: BEING AN ALLY ACROSS CULTURAL DIFFERENCES – 2-3 SESSIONS

Allyship, which is the process of advocating for another in the area of justice and inclusion, is a required strategy for building an inclusive environment where employees can creatively thrive. Many people lack the knowledge or have anxiety in how to become an ally because they are missing the tools and confidence to effectively speak up for others. This professional development equips team members to observe, perspective shift, and communicate on the behalf of others as a compassionate ally.

PERSPECTIVE SHIFTING FOR LEADERSHIP - 3 SESSIONS

Leaders who engage in perspective-taking exercises not only provide new perspectives in complex work situations, but it can also activate networks in our brains that are associated with creative thinking, intercultural competence and exploration. Perspective taking is a skill that improves business outcomes and gives us access to more information than we would have without it. In order to lead well, leaders need to shift perspectives well for a comprehensive view of the teams and the future.





Empowering Leaders to Connect, Create,
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MULTI-FACETED LEADERSHIP SERIES

CREATIVE REFLECTIVE LEADERSHIP: IMPROVE SELF-AWARENESS & AUTHENTICITY

Being able to understand yourself is an integral part of understanding and leading others. Improving reflective practices that develop self-awareness and emotional regulation is now a critical skill in this VUCA (Volatile, Uncertain, Complex, and Ambiguous) environment. Learn how to develop your self-awareness so you can better understand how others see you and better align your actions with your intentions. In this course you will learn tangible strategies for reflective and creative leadership.

EMPATHETIC LEADERSHIP: BUILDING CULTURAL SENSITIVITY FOR LEADERSHIP SUCCESS

Emotions lead → creativity follows. Having a strong emotional foundation and understanding the neuroscience behind how emotions work is an important aspect of emotional intelligence. Leaders will increase their emotional granularity (how to identify their emotions) and how to use these identifications for Intercultural Creativity® and leadership. This training, which includes self-awareness, value exploration, vulnerability and empathy development, uses interactive and reflection exercises for deep transformational learning.

THE NEUROSCIENCE OF LEADERSHIP: BUILDING A CULTURE OF TRUST IN DIVERSE TEAMS

The science is clear. Trust is the new driver of productivity. Getting your message across, lowering fears (both rational and irrational), and pulling out the best of your team members requires strong leadership. Scientists have identified the brain mechanisms that support our ability to connect and communicate with others and reveals how we can activate and strengthen them. Learn how to develop team chemistry and trust by building team identity through shared goals, values and an increase of oxytocin.

POWER, POSITION AND PURPOSE: UNDERSTANDING POWER DYNAMICS WHILE BUILDING INCLUSIVE TEAMS

Leadership is complex. Brain research shows that authoritative power can inhibit leaders from seeing the plight of others. This power can lower their ability for connection, creativity and cultural competence. Since creativity needs psychological safety, intellectual humility, and empathy to flourish, effective leaders must be aware of how power, position and authority can skew their perspective. Learn brain-based strategies to assuage the effects of power and become an efficient empathetic leader.

