



### Opportunities to Engage on Diversity

Transformational Paradigms provides a full range of services, combining organizational conflict resolution with cross-cultural understanding. Currently all our sessions are conducted virtually. All workshops, lunch & learn series, and trainings are interactive, engaging, and designed on cutting edge social and practical approaches and practices.

Our training programs always include the following basic components:

- **Knowledge** needed to function effectively in multicultural environments.
- **Awareness** of learned biases and fears about differences and how these may impact organizational culture and personal and professional relationships.
- **Skills** to increase the level of cultural competence, cross-cultural conflict resolution and creative problem solving.
- **Action** to develop plans to implement the new knowledge, awareness and skills, on both the individual and organizational levels.

*Change may start at the individual level, and it is best sustained when it takes place simultaneously at the systemic level.*

### Virtual Workshops

- **Brain Under Conflict** (2 days, 3 hours/day): Technology, COVID, and social injustices have overwhelmed our abilities to think clearly, rationally, and strategically. In this workshop participants will, ○ **Workshop Objectives:**
  - Learn about the brain in conflict vs. steady state;
  - Understand the physiological and psychological impact of conflict;
  - Understand the importance of conflict to our mental state in the long run;
  - Learn what it means to be rational and strategic in thinking.○ **Key Takeaways**
  - Participants will learn key mindfulness techniques to rest our brains.
  - Participants will learn how to compartmentalize issues to mentally cope with issues/events.
  - Participants will learn self-discipline in allowing others to impact us positively.
- **Multicultural Communications** (4 hours): interactive training on how to communicate with colleagues and clients from a different backgrounds, ethnicities, and cultures. This training will provide conflict management tools and the notion of flexing to ensure successful communication. ○ **Workshop Objectives**
  - Diversity in the workforce and leading with purpose
  - Benefits of diversity in the workplace
  - Flexing personalities: how to work with different personalities
  - Communication: the importance of assertive communication with a multicultural workforce○ **Key Takeaways**

- Understand how to apply conflict management tools in a diverse workforce
  - Understand how to flex personalities in the workplace to create
  - Understand how to communicate with a diverse workforce
- **Racism 1010 in the Workplace (2 days, 3 hours/day):** Over the past year, racism has been front and center in the news. Many people are expressing shock and outrage regarding incidents of racism and hate globally. The world is questioning our history of colonialism and racism. People are grappling with terms such as privilege, unconscious bias, micro-aggressions and systemic racism, wondering where to ask their questions and what to say and do. At the same time, while we know that people who experience racism can be traumatized by the inaction of bystanders, most people freeze up when they witness incidents of racism, largely due to a lack of skills. Organizations and individuals are desirous of creating safer communities for all. 2 day interactive workshop (3 hour virtual sessions on each day) engaging discussions, skill development, and case studies with small breakout groups.
    - **Workshop Objectives:**
      - Where did the term Race originate?
      - Strategies to create a Safe Space for Training;
      - Identifying the Fears in Addressing Race;
      - History of Racism and Colonialism in the U.S., India, China, MidEast, and Europe
      - Understanding Social Identity and Unconscious Bias – How to reduce bias in hiring;
      - The Role of Privilege, Power & Stereotypes;
      - Micro-Aggressions: How do we knowingly or unknowingly contribute to the experience of racism;
      - Deconstructing Racism: Systemic, Institutional, Interpersonal, Internalized;
      - Understanding transgenerational trauma and the impact it has in the workplace.
    - **Key Takeaways**
      - The Business case for Addressing Racial Inequality
      - Strategies to correct racial inequities and correct unfair practices within the workplace
      - Tools to foster inclusive leadership: Educate, Accept, Support, Evaluate
      - Advancing Along the Allyship Spectrum: Denial, Bystander, Upstander, Inclusive, Champion
      - How to Interrupt Racism: Tackling Uncomfortable Conversations & Dispelling Common Myths

#### **Lunch & Learn Series: Embracing Diversity in the Workplace (1-hour virtual sessions)**

- **Is Unconscious Bias a Real Thing?** this session provides a comprehensive review with a range of workplace scenarios to understand unconscious bias and how to mitigate it in the workplace.
- **Inclusive Culture:** Does your D&I Strategy Work? An inclusive culture is an environment in which respect, equity, and positive recognition of differences are all cultivated. A culture that is inclusive of the social and institutional responses to disability should have no barrier

towards an equitable and fair employment experience. This session will share progressive techniques and tools to establish an inclusive culture.

- **Inclusive Leadership:** the session is designed to provide participants with the tangible communication tools they need to create inclusive teams and inclusive workplace cultures. The goal is to enable participants to confidently get the most out of diverse teams by making every person they work with feel included.
- **Why Psychological Safety?** Don't expect teams to come to you about a safe space in the workplace. This session will explore the importance of listening, assertive communication, and conceptual psychological paradigms in establishing a safe workplace to build a healthy workplace culture.
- **Emotional Intelligence & The Power to Influence:** Applying emotional intelligence to racial based situations: There are abundant traits leaders possess, but perhaps none is more important than the ability to influence people at all levels within your organization. In this session, participants will learn how to apply emotional intelligence to influence curtailing racism in the workplace.

**Trainings (Trainings range between 60 to 90 minutes):**

- **Conscious Bias:** Participants will learn how conscious thoughts become actions; and how actions can be re-corrected.
- **Unconscious Bias & Emotional Intelligence:** Participants will learn why we all have unconscious bias and how to apply emotional intelligence to mitigate unconscious bias
- **Conflict Resolution & Racism:** A psychological based training designed to teach participants the positive impact of conflict resolution techniques to curtail racism in the workplace.
- **Transformative Leadership:** Participants will learn how to navigate change and uncertain environments and situations in the workplace successfully with transformative leadership skills.
- **Multicultural Communications:** a condensed interactive training on how to communicate with colleagues and clients from a different backgrounds, ethnicities, and cultures. This training will provide conflict management tools and the notion of flexing to ensure successful communication.
- **Diversity in the Workplace 101:** What is D&I? Why is it important? Participants will learn a 101 overview of diversity in the workplace.
- **Communication 101:** Participants will learn how to communicate, listen, and understand non-verbal communication in a diverse workplace. Listening is a skill that is developed and in this training participants will learn how to listen.
- **Mediation & Conflict Resolution:** An interactive training that will empower participants on how to mediate conflict with conflict resolution and mediation skills.
- **The Cost of Conflict to Your Organization:** Conflict costs organizations between \$90 to \$300M every year. Learn the mathematical calculation on what conflict costs organizations, and strategies to mitigate conflict, while building an inclusive culture.
- **Benefits of An Organizational Ombudsman:** An organizational ombudsman works to mitigate systemic issues pertaining to conflict in the workplace, retaliation, racism, bullying, harassment, unethical workplace hirings, and actions in an informal manner. Learn about the benefits of having an ombudsman in your workplace, including generating cost savings against formal complaints,

- **Leadership: Leading with an Outward Mindset:** A cognitive based training with cutting edge psychological and behavioral techniques to prepare tomorrow's leaders to lead with an outward mindset. Learn what it means to lead with values and see people as humans.

*We also offer customized trainings. Please contact [Bina@transformationaparadigms.com](mailto:Bina@transformationaparadigms.com) for more information.*