



Workplace Diversity
The TEAM Advantage™

*Leveraging the true power of **diversity** inside your teams has never been more important. Engage your employees and gain your competitive edge.*



Workplace Diversity: The Team Advantage™ is designed to improve the ability of your workforce to engage and interact more effectively with co-workers who are different than themselves, and to learn the characteristics and value of High Performing Teams.

- 74% of employees indicate that they “like their work, and are willing to do more than is expected”
- Only 2/3 of respondents indicate they are “committed to staying” with their company through the remainder of the year.
- As few as 21% of these individuals indicate that they may be fully engaged
- Increased global competition has caused many organizations to reduce headcounts to cut costs

How do we improve team performance, increase productivity, innovation and the bottom-line?

Four courses in **The Team Advantage™** series leverage multimedia technology to create an individualized and highly interactive learning environment. The program engages the employee with a virtual workgroup of individuals who are diverse in many ways and have just been assigned to a new team to develop a high performance initiative for their company. Each course is a 30-45 minute interactive learning experience of realistic workplace dynamics.

Module 1

- Participants meet and engage with the “virtual team”
- Explore the definitions, characteristics and skills used by High Performing Teams and Organizations
- Learn why this training is important to the bottom-line impact of every organization

**Module 1:
High Performing Teams**

Module 2

- Explore basic concepts about diversity
- Learn about leveraging experience and strengths to increase performance.
- Discover “filters” that can hinder a High Performing Team and discuss potential barriers to success

**Module 2:
Strengthening Diverse Teams**

Module 3

- Learn tools to help the process of handling conflict and addressing tough issues, including Intent versus Impact, addressing inappropriate remarks, and establishing norms of support for each other.

**Module 3:
Interpersonal Skills
& Constructive Feedback**

Module 4

- Develop skills for listening and hearing ideas and solutions, problem solving and making decisions
- Each participant develops an interactive, personalized Action Plan

**Module 4:
Team Skills & Accountability**



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Go beyond education!
Measure attitudes, beliefs
and behavior
in “Real-Time”!



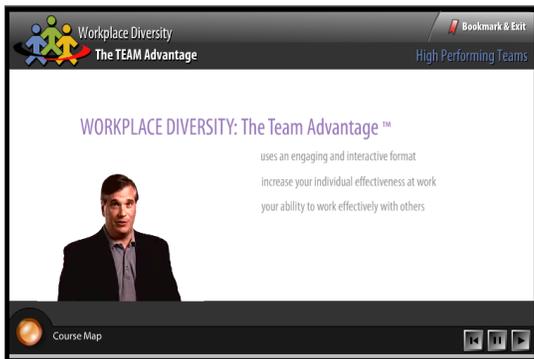
Data Collection

One of the most innovative aspects of The Team Advantage is that in addition to providing an engaging, interactive learning experience for participants with premium content, it also has the capability of surveying your employees while they are learning!

Our unique Learning Management System developed along with The Team Advantage creates an opportunity to provide invaluable feedback about the collective behaviors, perceptions and concerns of your workforce. By filtering data by race, gender, ethnicity and age, TEAM can provide invaluable feedback about the quality of your organization’s High Performance Characteristics, including:

- Team Hesitance & Engagement Profile
- Informal Inclusion Matrix
- Personal Filters Impact Area
(General, Communication, Feedback & Development)
- Organizational On-boarding Effectiveness Survey
- Personal Development Opportunity Matrix
- Effective Relationship Index

Our e-Learning provides not only exceptional content, but a spring-board from which to launch an effective High Performing Team initiative, with invaluable data on **where your employees are ... and where you should go ...** to truly maximize your competitive edge and increase your bottom-line productivity.



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