

EVIDENCE-BASED CAPACITY-BUILDING

For Companies, Organizations & Groups/Associations

All live training can be offered either on-site, over the web, or a blend of the two. All modes offer a combination of presentation, discussion and active applied learning activities. We also offer:

- Both core (foundations) and advanced training. We recommend and offer booster sessions.
- Tailoring is available for all learning experiences. It is automatically included at no extra charge when training is preceded by our Climate & Culture Assessment.
- E-learning (asynchronous) optionally accompanied by facilitator guide and train-the-trainer.

Primary Participants	Title	Delivery Modalities and Options
Leaders	LEADERSHIP IN A DIVERSE WORLD	Evidence-Based Live Training. For leader training we recommend on-site, but it can be provided online. Tailored to organization & leader needs.
Supervisors & Managers	BEST PRACTICES FOR A DIVERSE WORLD	Live training offered on-site or through online delivery. Tailoring optional.
Human Resources Personnel	FROM RECRUITMENT TO RETIREMENT <i>Preventing Unintended Bias and Stereotype Threat in HR Process and Procedures</i>	Live training offered on-site or through online delivery. Tailoring optional. <ul style="list-style-type: none"> • Can be followed by focused collaborative review and recommendations for improvement of existing formal and informal policies and practices.
Direct Care Providers	QUALITY OF CARE IN A DIVERSE WORLD	Live training offered on-site or through online delivery. Tailoring optional.
Staff with Direct Contact with Customers/Clients	CUSTOMER/CLIENT RELATIONSHIPS & CUSTOMER/CLIENT EXPERIENCE IN A DIVERSE WORLD	Live training offered on-site or through online delivery. Tailoring optional.
ALL STAFF	THRIVING IN A DIVERSE WORLD: FOUNDATIONS I & II <i>Core capacity-building through shared understanding, common language for continued learning, and shared knowledge of strategies</i>	E-learning. Asynchronous (Can complete anytime.) <ul style="list-style-type: none"> • Accompanying facilitator guide and resources optional. • Tailoring and/or organizational branding optional. • Can be live instead of through e-learning.
Internal Trainer, Facilitator, D&I Officer, Advocate	TRAIN-THE-TRAINER <i>Support, Skill and Capacity-Building for Internal Trainers, Facilitators</i>	Webinar and Virtual Workshop Series. Can be accompanied by all-staff e-learning, row above. <ol style="list-style-type: none"> 1. Monthly sessions for those with limited facilitation experience 2. Bi-monthly sessions for experienced facilitator/trainers
OTHER	Developed in response to specific needs	Live training programs and/or asynchronous e-learning experiences.