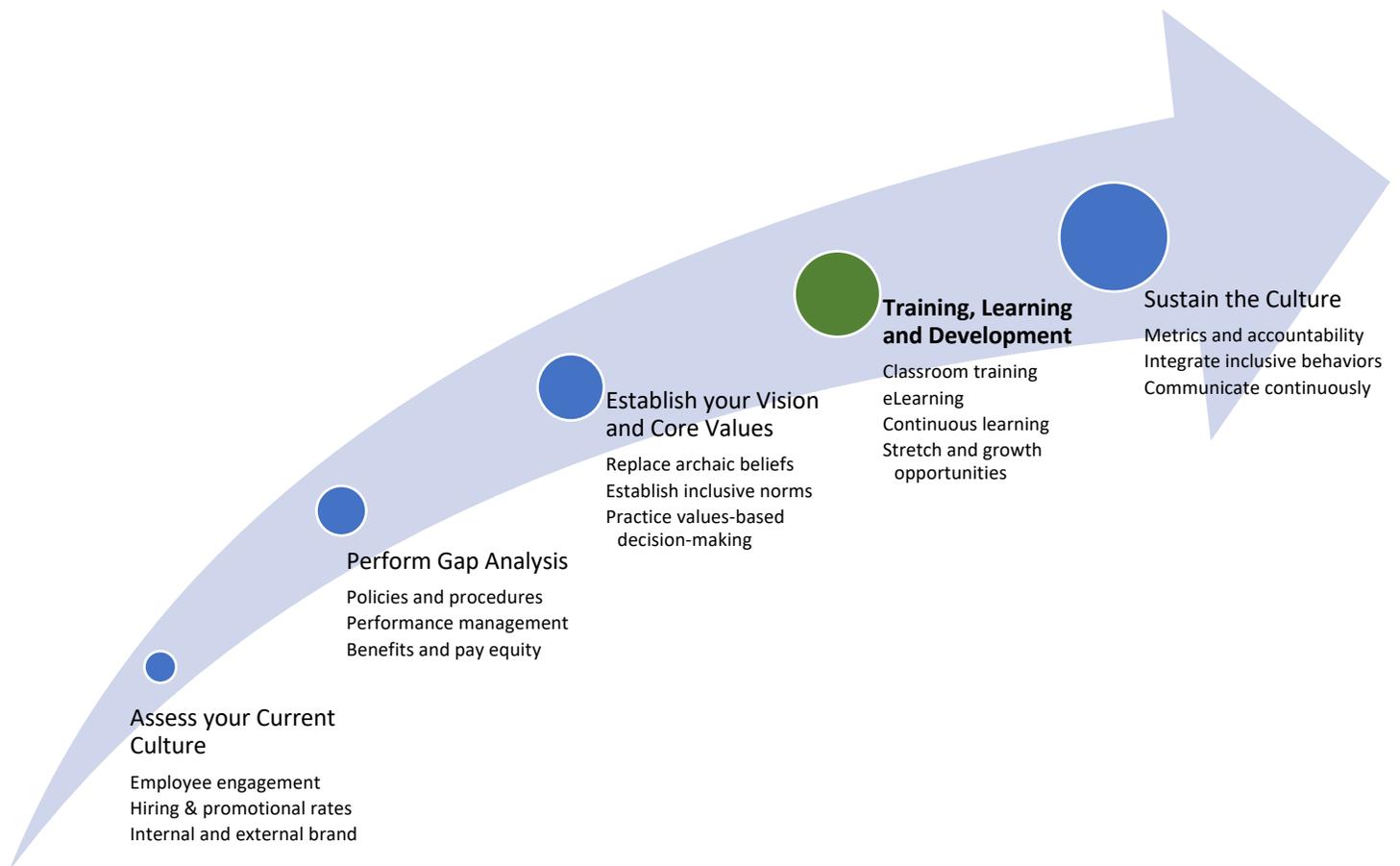


About VisionSpring

VisionSpring, Inc. is a WBENC certified diversity and inclusion consulting firm offering fully integrated strategy development, Employee Resource Group strategic consulting, training and continuous learning solutions to leverage diversity and inclusion to drive innovation and improved business outcomes.

The Culture Change Process

Building an inclusive culture is a complex change management process that requires a clear and compelling business case, the commitment and active engagement of key stakeholders, and effective large-scale training focused on awareness building and behavior change. Training is a necessary and fundamental element of your comprehensive, well-integrated strategy designed to sustain culture change.



The When and Why of eLearning

While traditional classroom training is often considered the ideal choice for addressing topics such as diversity and inclusion, eLearning, when deployed as part of a comprehensive training and development strategy, has some obvious advantages. Effective, meaningful eLearning courses enable your organization to cost-effectively and efficiently build awareness, engagement and capability and can help accelerate culture change. VisionSpring's eLearning provides a perfect solution for reaching a large, geographically dispersed employee base, maximizing budget dollars and driving large-scale learning outcomes.

E-learning provides:

- The opportunity to cost-effectively train a large number of employees
- Accelerated skill development and capability building
- Standardized learning, common language and shared experiences
- Self-driven, flexible learning experiences - courses can be accessed anytime, anywhere from a mobile device, laptop, tablet or desktop
- Ongoing access to resources and development

What Sets VisionSpring Apart (Why VisionSpring)

VisionSpring understands that eLearning is much more than simply recording your static PowerPoint presentation. eLearning needs to capture the learner's attention from the start, it needs to be engaging with just the right amount of interactivity and should incorporate opportunities to test and apply new knowledge and skills.

VisionSpring's approach to eLearning incorporates:

- A learner-centered design philosophy – all our eLearning courses focus on building awareness and skills in an interactive and engaging way
- Effective use of scenarios and interactive exercises to transfer new knowledge and skills to everyday work
- Different learning formats to engage all learners
- Effective, easy-to-use navigation
- Compatibility with virtually all learning management systems (LMS)

VisionSpring's Philosophy on eLearning

It is our philosophy that behavior change requires systemic organization-wide engagement, commitment over the long-term and a willingness to invest in the process. A one-and-done approach to training will result in little more than a temporary shift in awareness. To be effective eLearning must be a well-thought out element of your overall change management strategy and learning and development must be ongoing, effective and linked to business goals.

All of our eLearning clients are equipped with a series of ongoing resources that enable them to reinforce learning and sustain a commitment to D&I.

All VisionSpring's eLearning courses include:

- A series of topically relevant discussion guides to engage learners in conversation and dialogue
- Short classroom-based interactive exercises to reinforce learning, practice applying concepts and elicit conversation
- Articles and tip sheets to augment learning and keep D&I top of mind

VisionSpring's eLearning Portfolio

VisionSpring's eLearning Portfolio includes a comprehensive selection of topics designed to build D&I awareness, improve skills and understanding, and identify and hone the competencies associated with inclusive leadership.

Training module topics include:

- Respect in the Workplace
- Understanding and Managing Bias
- Introduction to Inclusive Leadership
- Inclusive Leadership: Leads Self
- Inclusive Leadership: Leads Others
- Inclusive Leadership: Drives Results

4-module Inclusive Leadership Training

eLearning Enterprise License – e-learning courses include an enterprise-wide unlimited license of course materials. VisionSpring will deliver the eLearning module files to you to host on your learning management system or on your server.

Customization – there is an option to customize the eLearning modules with your logo and colors for an additional fee.

Technical Support – Each module includes up to 2 hours of tech support to ensure there are no problems integrating with your LMS.

VisionSpring eLearning Modules

	Respect in the Workplace	Understanding & Managing Bias	Inclusive Leadership			
			Intro to Inclusive Leadership	Leads Self	Leads Others	Drives Results
Purpose	Introduce foundational concepts relating to Diversity, Inclusion and Respect, the rationale and how to promote inclusion.	Deepen understanding of Unconscious Bias and ability to recognize the impact of bias on our decisions and actions.	Help leaders at all levels in the organization identify and develop the competencies associated with inclusive leadership.			
Who is it for?	Everyone in the organization	Everyone in the organization	Executives Leaders People Managers Project Managers ERG Leaders			
When can you use it?	At the start of your D&I journey Relaunching your D&I strategy Reinforce foundational D&I concepts As part of new employee on-boarding	As a follow up to Respect in the Workplace To address micro-inequities in the workplace As on-going D&I training	To train people managers as a key component of your D&I strategy As a follow up to Respect in the Workplace Training New Manager Training Personal/Professional Development Opportunity Integrate into existing Leadership Development Program			
Length of time	25 minutes	25 minutes	20 minutes	25 minutes	25 minutes	25 minutes
Outcomes	Help individuals understand the value of difference, the benefits associated with diversity and the importance of creating respectful workplaces.	Help participants recognize and manage bias within themselves.	Develop a greater sense of self-awareness and how our personal beliefs and actions can contribute to inclusion. Optimize employee engagement and create a culture of belonging. Leverage diversity & inclusion to develop and lead high performing teams and drive superior results.			
Pricing	For pricing contact Erica Colonero at erica@visionspringinc.com or 781-330-6641					