

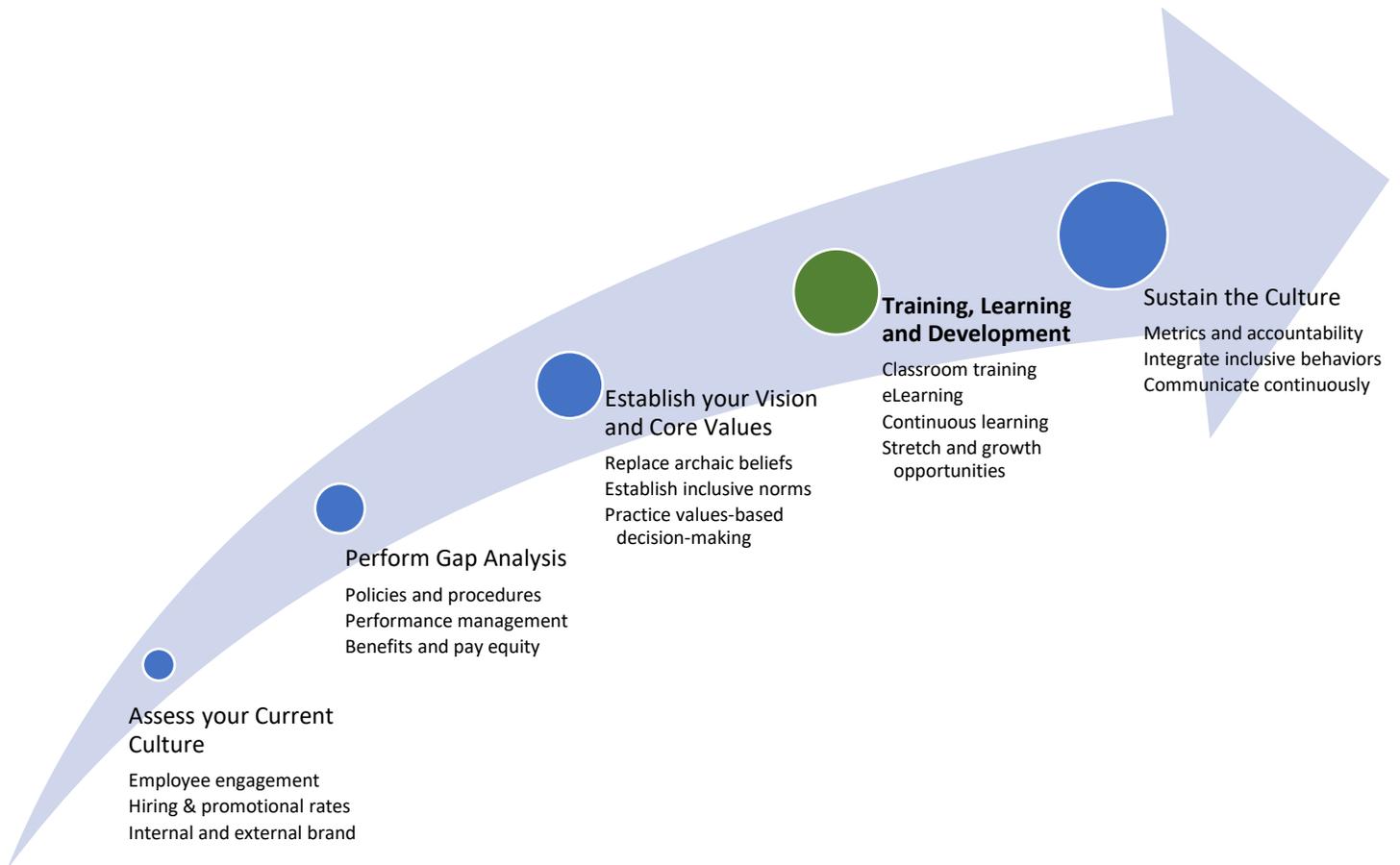


### About VisionSpring

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
- Diversity, Inclusion & Equity: Building Awareness & Understanding – Coming January 2021
- Privilege & Allyship – Coming January 2021

4-module Inclusive Leadership Training –  
Coming January 2021

**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 as well as customize course content.

**Translation** – If needed courses can be translated into several different languages.

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

**Closed Captioning** – All learning modules include closed captioning.

## VisionSpring eLearning Modules

### Understanding & Managing Unconscious Bias

The Understanding and Managing Unconscious Bias e-Learning combines awareness building and skill development to help participants recognize situations where bias may have impacted their decision-making process and behaviors and how those decisions can impact others.

#### Learning Objectives

- Deepen your understanding of conscious and unconscious bias
- Develop tools to identify how bias may be impacting your decisions and behaviors
- Gain strategies for managing your bias and its impact
- Create a set of actions for dealing with bias in your personal interactions

Target: Anyone in the organization

Duration: 30 minutes

### Respect in the Workplace

Most interpersonal workplace issues or conflicts stem from lack of understanding rather than malice, and require us to consider how we respect, value, and care about people and our workplace environment. This workshop focuses on building understanding and respect and developing a sense of personal responsibility for creating workplaces where everyone feels safe and appreciated.

#### Learning Objectives

- Understand the principles of diversity, respect and inclusion
- Deepen understanding of the characteristics of a respectful, inclusive workplace
- Value difference and the benefits associated with diversity and the importance of creating respectful workplaces

- Explore personal responsibility and opportunities to create an inclusive and respectful workplace
- Practice applying concepts to common workplace scenarios

Target: Anyone in the organization

Duration: 30 minutes

## Diversity, Equity & Inclusion: Building Awareness and Understanding

The Diversity, Equity & Inclusion eLearning is a baseline awareness building module to help individuals across the organization understanding the who, what, why and how of diversity and inclusion. The main objective is to introduce key concepts, to establish and to help individuals recognize the business case for diversity and inclusion in order to champion efforts on their own.

### Learning Objectives

- Provide an overview and definitions of key terms and concepts including, diversity, inclusion, equity, respect
- Deepen understanding of the business case for diversity and inclusion
- Identify strategies for creating a more inclusive work environment in which individual differences are evident, valued and respected
- Practice skills and develop personal action items for supporting DE&I efforts

Target: Anyone in the organization

Duration: 30 minutes

## Exploring Privilege & Allyship

An ally is someone who's willing to leverage their privilege and influence in support of members of a different identity group. This workshop provides a solid foundation for individuals looking to be effective allies.

### Learning Objectives

- Gain an understanding of the concept of privilege
- Deepen your understanding about what it means to be an ally
- Explore the bystander conundrum and what prevents us from getting involved
- Recognize opportunities where you can influence change as an ally
- Gain techniques and strategies for how you can be an effective ally

Target: Anyone in the organization

Duration: 30 minutes

## Inclusive Leadership

Based on VisionSpring's Inclusive Leadership Competency Model, learners will embark on a four-module learning experience where they will identify and develop the competencies associated with inclusive leadership – leads self, leads others and drives results. Participants will understand the importance of inclusion, begin to recognize their leadership strengths, and identify opportunities for development.

### Learning Outcomes:

- 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.

### Modules:

Module 1: Introduction to Inclusive Leadership

Module 2: Leads Self

Module 3: Leads Others

Module 4: Drives Results

Target: Leaders, People Managers, ERG Leaders

Duration: Series of Four – 30-minute modules

## Pricing

Please contact Erica Colonero at [erica@visionspringinc.com](mailto:erica@visionspringinc.com) or (781) 330-6641 for pricing.