

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.

Global experience—20+ years in the industry; Fortune 1000 client list; experienced and knowledgeable talent

Robust content and methodologies—we have created a library of close to 1000 tools, resources, and trainings to support D&I practitioners with their strategies. We have extensive experience in instructional design and training employees in the organization from individual contributors to the C suite; facilitation techniques, thought leader content, and adult learning principles that work.

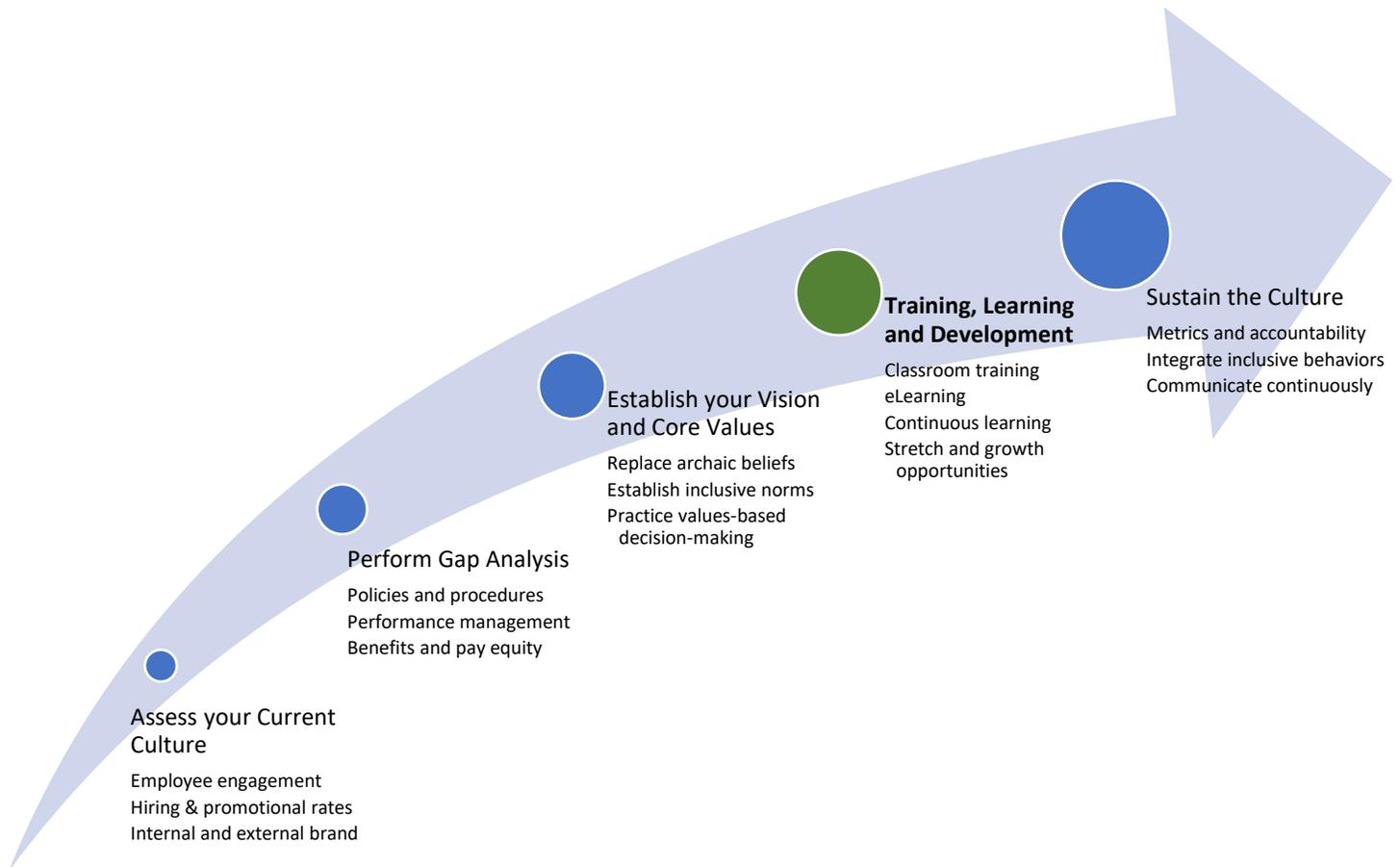
Multifaceted approach—we create world-class learning experiences that include lecture, small and large group discussion, scenario-based case studies, action learning and practical application. We offer traditional classroom-based training, virtual classrooms and eLearning to ensure we are meeting all of your goals.

We have 20 years of experience in diversity and inclusion with expertise in strategy development, curriculum design, and training and development. Our integrated approach to diversity & inclusion enables our clients to drive sustainable change that enhances workplace culture, improves business results, and increases employee engagement and commitment. We have helped our clients enhance overall inclusive leadership competency and skill, engage middle managers in D&I efforts, and address and manage the impact of bias at the organizational and individual levels.

We function as an extended part of your D&I team; key to our success is the relationship we build with each of our clients. We are creating communities of practice that bring together the shared thought leadership of our internal consultants, our clients and our partners in a collaborative effort to advance this work. Our work makes good business sense, creates unique business opportunities for our clients, and enhances the lives of the people we serve.

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.



VisionSpring's Philosophy on Learning

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, learning 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.

Virtual Classrooms

Virtual classrooms are a great alternative to classroom-based training. Designed to meet your learning and development needs in a more flexible environment, our virtual classrooms are perfect for organizations looking to maintain a commitment to training and development while upholding physical distancing guidelines and providing flexibility with respect to working remotely, travel restrictions and demanding schedules. These interactive virtual experiences combine content delivery, small group work and peer discussion to build awareness and empower learners to apply what they've learned to real workplace situations.

Ideal class size is 35 participants.

Virtual Classroom Training Offerings

Diversity, Inclusion & Identity: Building Awareness and Understanding

The Diversity, Inclusion & Identity: Building Awareness and Understanding is a baseline awareness building training 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 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 D&I efforts

Target: Anyone in the organization

Duration: 90-120 minutes

Understanding & Managing Unconscious Bias

The Understanding and Managing Unconscious Bias training combines awareness building and skill development to help participants recognize their individual biases and how bias can impact their decision-making process.

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: 90-120 minute virtual classroom

Respect in the Workplace - VisionSpring's Respect in the Workplace training will help participants more fully understand the dynamics and characteristics of a respectful workplace and the steps each of us can take to ensure all individuals are treated with dignity and respect. 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

- More fully understand the principles of diversity, respect and inclusion and the characteristics of a respectful, inclusive workplace
- Gain a better understanding and appreciation of perspectives different than your own and the importance of creating respectful workplaces
- Explore personal responsibility and opportunities to create an inclusive and respectful workplace
- Practice applying concepts in common workplace scenarios

Target: Anyone in the organization

Duration: 90-120 minutes

Creating a Culture of Belonging - Our Creating a Culture of Belonging training explores the importance of Belonging and its connection to Diversity & Inclusion and presents a series of strategies and actions for creating a Culture of Belonging in your own organization.

leaders will identify and hone the competencies associated with inclusive leadership. Through presentation, thought-provoking discussion, and interactive exercises, participants will understand the importance of inclusion, recognize their leadership strengths, and further develop the skills and competencies associated with inclusive leadership.

Learning Objectives

- Deepen understanding of belonging and its connection to D&I
- Make the connection between belonging and employee experience
- Develop compassion and empathy in order to interact effectively across difference
- Ability to apply concepts in order to create your own Culture of Belonging

Target: Anyone in the organization

Duration: 90-120 minutes

Privilege & Allyship - We all have many aspects of identity and our identities influence our experiences and how we view the world. As we strive for more equitable workplaces, it's important to explore the concept of identity and the role identity plays in our social relationships and dynamics of power and privilege. In this virtual classroom you'll explore the privilege associated with different

forms of identity and how you can leverage that privilege on behalf of others and in pursuit of equity and justice.

Learning Objectives

- Deepen your understanding of key concepts related to identity, privilege and power
- Explore the connection between identity, power and privilege
- Gain strategies for leveraging your privilege and serving as an ally
- Learn how you can contribute to a more positive workforce, improved business outcomes, and a more equitable world

Target: Anyone in the organization

Duration: 90-120 minutes

Inclusive Leadership for People Managers

Based on VisionSpring's Inclusive Leadership Competency Model, VisionSpring will customize a learning experience where people managers 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 Objectives

- Develop a greater sense of self-awareness and recognize 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

Target: People Managers

Duration: 4-hour Virtual Classroom

Pricing: Contact erica@visionspringinc.com to learn more about pricing options.