

get unstuck

ImprovEdge creates effective, customized training for your culture and environment. We deliver e-learning, online measurement and reinforcement and the most engaging instructor-lead training you will ever enjoy. **So c'mon. What are you waiting for?**

MATERIALS AND TOOLS

Online Reinforcement—Participants receive surveys, reminders, and challenges via email both pre-course and post-course to reinforce learning, inspire action, and keep the ideas fresh.

Participant Guide—This workbook contains all the checklists, research, exercises, case studies and examples that will be leveraged in the program.

Facilitator Access—All participants may contact their facilitator via email for up to a year after the completion of the course to ask questions.

Certificate of Completion—Can be submitted for Continuing Education credits.

The Improvisation Edge: Secrets to Building Trust and Radical Collaboration at Work—this Amazon #1 bestseller in category also received 800CEORead's Top 25 Business Books listing, and delves deeply into the application of improv to the business world.

The Yes! Deck[®]—Each participant will receive a free copy of the Yes! Deck. It is a handy deck of cards designed to give you tips, ideas, and exercises to compliment the session—you will find ways to immediately practice the skills learned in this program.

All ImprovEdge engagements are customized specifically to the client's needs, employees, environment, and brand.

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DIVERSITY & INCLUSION

It's About Equity



A diverse workforce is an advantage—so creating a workplace that includes all viewpoints and backgrounds is imperative to your organization’s success. At ImprovEdge, we believe the conversation about diversity and inclusion should be based on listening, having honest dialogue, and focusing on assets.

ImprovEdge has created, launched, and supported diversity initiatives across industries. One of the most important aspects of any diversity initiative is to connect the organization’s mission to the efforts teams and individuals. When individual contributors can connect their passion and individuality to achieving higher-level goals for the organization, everyone wins. Performance, engagement, retention and development all improve.

ImprovEdge uses improvisation to move participants through a series of experiences that will allow them to think about their lives and careers in a whole new way. Improv is thinking on your feet, managing risk and surprise and exceeding performance expectations. A combination of different formats will target uncomfortable subjects and provide valuable feedback. This feedback will be straightforward, honest and targeted to help participants improve and grow.

We have become not a melting pot but a beautiful mosaic. Different people, different beliefs, different yearnings, different hopes, different dreams.

JIMMY CARTER

OBJECTIVES

WHAT YOU WILL ACHIEVE FROM AN IMPROVEDGE DIVERSITY AND INCLUSION ENGAGEMENT

Achieve greater awareness of cultural and compounding differences.

Enhance social capital and communication skills.

Increase awareness of situations that may arise that they do not expect.

Role play and discuss difficult situations

Decode expectations and goals.

Establishing fair and respectful working relationships with co-workers.

Developing a greater awareness regarding communications with co-workers.

Acquiring skills to manage inter-personal conflict.

Assuming individual responsibility for a positive and considerate work environment.

Increasing employee understanding of how diverse perspectives can improve organizational performance;

Respect in the workplace.

Dimensions of diversity, extending thinking beyond race and gender.

MODELS

EXAMPLES OF HOW WE ENGAGE LEARNERS

Improvisation is the catalyst for learning in this program, and improvisation is the perfect paradigm for managing change. **Improvisers must deal with constant risk, uncertainty and change, yet perform flawlessly.** Improvisational principles and exercises are employed to make the material meaningful, engaging, and sticky. We explore why improvisers are so effective in uncomfortable, stressful situations, and the tactics they use to come out on top. Participants learn the Four Principles of Improvisation, with a **focus on embracing the unexpected and different people and situations** — critical skills for any person in business.

For example, we explore:

1. **Equity Not Equality**—High performance is not about “fairness” —everyone doing and being the same thing. It’s about equity - leveraging the individual strengths and capabilities of a diverse team, we accomplish so much more.
2. **See It and Say It**—Clear identification and communication of situations and personal viewpoints, as well as managing perceptions, is one of the most critical aspects of a diverse and inclusive environment.