

Serious Games for Diversity and Inclusion

Improving inclusion and diversity in any workplace can be a huge task. We know - we've spent over 20 years helping organisations on the challenges, and wins, it creates. To get you there faster, we've built online e-simulations (serious games) that...

- Builds awareness in how everyday decisions affect others
- Keeps diversity at the front of employees' minds
- Helps employees understand how bias can affect everyday decisions

WHY DIVERSE TEAMS PERFORM BEST

Derek's organisation has expanded into new markets, but they're not gaining traction. This is a costly move and he's unsure where they are going wrong. Can you go back in time and help him avoid this fate?

Key Learning Points:

- Discuss with, don't tell people the benefits of diversity.
- Culture change and improving diversity must benefit a range of people.
- Look for patterns and themes in internal data by diversity grouping.
- Employees and leaders of the future are increasingly global and diverse.
- Consumers of the future are increasingly global and diverse.
- Consider the unintended consequences of implicit and explicit message



HANDLING DIFFICULT PEOPLE



Michael's failed to call out a colleague's frequent inappropriate jokes. He now has a reputation as a pushover who can't handle conflict, and is starting to lose the respect of his team. Can you go back in time and help him avoid this fate?

Key Learning Points:

- Recognise verbal harassment, even if not directed at you.
- Challenge bias by taking direct action.
- Challenge comments - even if they are labelled 'jokes and banter'.
- Consider timing when confronting bad behaviour.
- Delegate confronting bad behaviour if it has a better impact.

PIPELINE TO PROMOTION

Derek's organisation has suffered an embarrassing and costly discrimination suit. Now the firm can't attract the best graduates and several senior figures have resigned in frustration. Can you go back in time to help Derek avoid this fate?

Key Learning Points:

- Promotion tracks need on-ramps and off-ramps.
- Promotion processes must be simple and transparent.
- Value outputs over inputs - deliverables versus hours.
- Robust succession planning ensures a full pipeline of talent.
- Know the difference between positive action and discrimination.



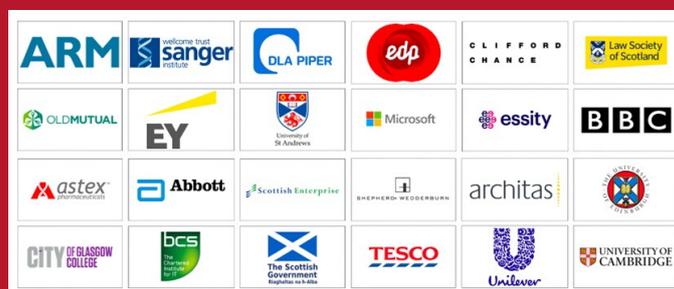
KEEPING GOOD PEOPLE LONGER



Several of Sadiq's best employees have resigned. He's not sure why they have left or if he could have avoided it. Now he's up to his neck and faces the pressure of filling those roles and getting the new hires up to speed. Can you go back in time and help him avoid this fate?

Key Learning Points:

- Most people now expect and want to work flexibly.
- Flexibility is not just for working mothers.
- Trust is a two-way street.
- Flexible roles can be client-facing.
- Employees fear asking if they sense it will hinder career prospects.



Serious Games for Diversity and Inclusion

HIRING FOR INNOVATIVE TEAMS

Paula's company led a campaign to attract new hires from a wider range of backgrounds. It didn't work and now her boss is wondering if she is up to the job of helping find new recruits. Can you go back in time and help her avoid this fate?

Key Learning Points:

- Look for 'big fish in small ponds': ambitious applicants outside top universities and companies.
- Use blind applications or CVs
- Look beyond mini-me's and versions of yourself when recruiting
- Don't overvalue interviews compared to other assessments
- Use anonymous scoring of applications to avoid 'boss bias'



CREATING ADVOCATES FOR YOUR NEXT CAREER MOVE



Leanne thought she had found the perfect advocate and mentor, but now he's avoiding her, costing her a dream job. Can you go back in time and help Leanne avoid this fate?

Key Learning Points:

- Identify skills and experiences desired before approaching a mentor.
- Seek mentors outside of comfort zone.
- Follow mentor's advice and give them feedback.
- Focus on reciprocity to sustain success.
- Ask for sponsorship and seek other mentors.



Flexible

Workshops can be in person or via webinar



Customisable

Content and language can be tailored to your organisation



Convenient

Less time required for out of the office training



Fun

Tough subjects can lead to engaging and dynamic conversations



Consistent

Ideal for geographically dispersed offices



Fast

Playable in 25 minutes, or as part of a 2-hour masterclass for flexible and time efficient learning



Cost-effective

Can be led by InclusIQ or your own internal facilitators



Simple

Online delivery with no software or plugin installation required



SCORM compliant

Cloud-hosted or can be added to your LMS



Secure

Uses password-less login so less support time is required

TESTIMONIALS



'InclusIQ's games gave us excellent completion rates and were low-maintenance. InclusIQ were easy to work with and made enhancements as we went along which was incredibly useful to meet with our needs.'

Fiona Stratford, Law Society Scotland



The games combine an impressive and sophisticated understanding of the problems with a simple and effective delivery mechanism to prompt behavioural change.

Jo Swinson, Leader of Liberal Democrats, UK Parliament



The games brought to life nuanced and complex issues being faced by employees and employers who are seeking to overcome cultural and social barriers to increasing diversity. The way the games are constructed using drawn characters, rather than 'real life' actors makes the situations and characters universally relatable, and really allowed the delegates to imagine the situations and what we would do in a way that felt much more risk-free and natural than other methods of delivering the same kind of awareness and training.

Lindsay Law Chair, RBS Women Network