

Gamified Training for the effective practice of inclusion - Challenge your own subconscious biases -

Learn the most important skills to identify and handle discriminatory thinking and behaviour.

Gamification Storyline:

Take on the role of Rianne Galea in this Serious Business Game Training and aid the Maltese government in establishing a more inclusive model. Along with the expert Kaiden Zammit your task is to inform and advise the president Alessia about existing biases, prejudices, and stereotypes. In this training we move didactically from the core of the external view to the internal view by reviewing and questioning actions, feelings, thoughts and observations.

Question yourself, review your first impressions and activate your empathy and understanding. Together with Kaiden you learn how to dissect stereotypes through the aid of reliable information and research. The chances of the president successfully delivering her new vision for the society lie in your hands.

Characteristics of the Serious Business Game:

- ✓ Learn with gamified training didactic methods.
- ✓ **Applicable and practical content for establishing an inclusive environment.**
- ✓ Results-oriented learning with revolutionary gamification technologies.
- ✓ Use the simulations for experience-based learning.
- ✓ Flexible, intuitive to use, quick and easy to train.
- ✓ An exciting gamification storyline facilitates targeted and experiential learning .
- ✓ **A unique learning experience!**



Yes, just try it out? Get a free test license www.Gamified-Training.com

Gamified-Training is your didactic contact for Serious Business Game Training. We would be happy to provide you with an individual offer for your team: GoFor@Gamified-Training.com. Together with you, we develop concepts how you can support your employees independently of time and location in up to 14 languages simultaneously, worldwide.

Create a new and unique training experience for your employees!

Gamified Training for the effective practice of inclusion - Challenge your own subconscious biases -

Knowledge and skills:

INCLUSION is a serious business game training that focuses on **practical application**. With the help of the realistic simulations and characters in the gamified training INCLUSION an **effective knowledge transfer** succeeds with this training. The gamified training elements stimulate a systematic didactic learning process.

This enables you and your employees as participants to achieve a significant improvement on team and individual employee level in daily activities or projects in the cooperation. Among other things, the following skills are improved:

- ✓ Continuous learning, analytical thinking, information seeking, self-control, effective communication, impact and influence, initiative, teamwork, coaching, focus, conflict management and resolution, innovation and creativity, results orientation, interpersonal relations, decision making, leadership, and customer service.

Further integrated skills for learning in the Serious Business Game:

- ✓ Pro-active action, organization, team-oriented work, self-confidence, self-awareness, empathy, flexibility, change management, assertiveness, innovation and creativity.



INCLUSION

Gamified Training for the effective practice of inclusion - Challenge your own subconscious biases -

Content overview:

In four levels of training, INCLUSION fosters effective learning by enabling users to practice the key skills needed to improve inclusion:

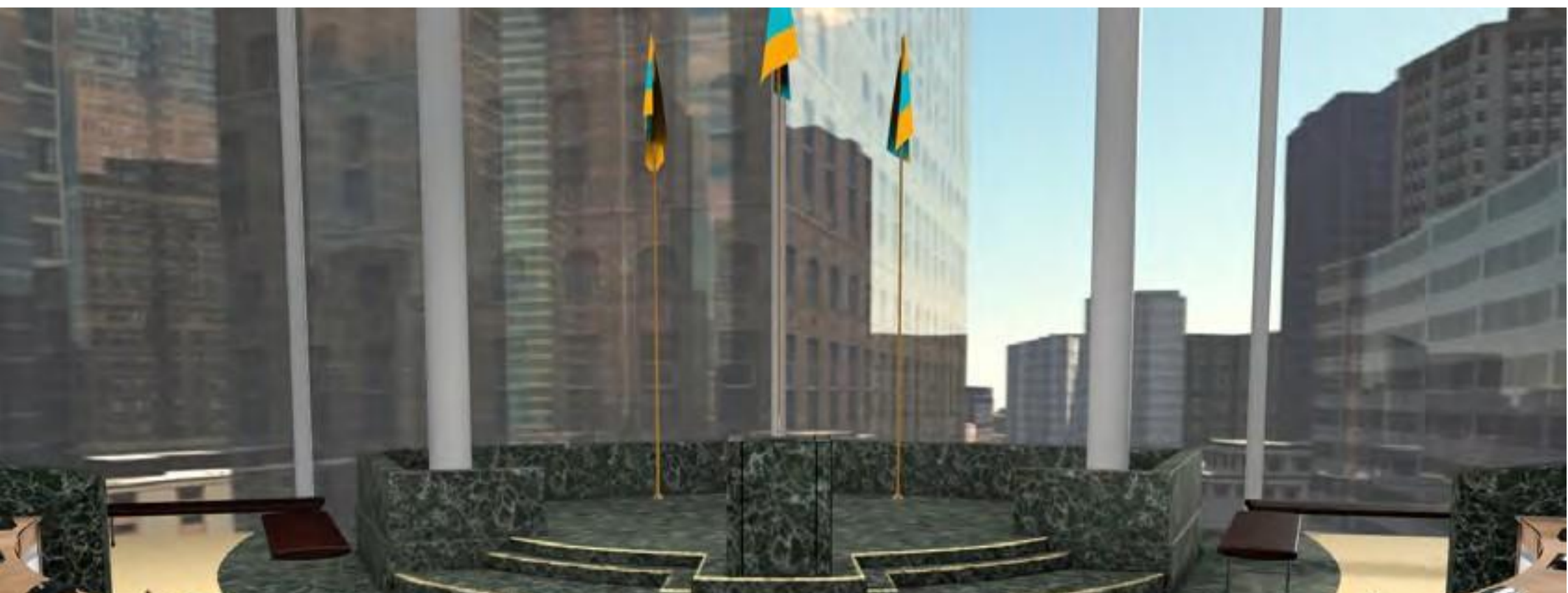
- ✓ Achieve a more objective view and make fairer decisions by becoming aware of your reservations. INCLUSION is the sequel to our training Plural [diversity audit].
- ✓ Learn to discern stereotypes and how to actively manage them with the aid of reliable data.
- ✓ In doing so, you learn how to recognize and handle discriminatory behavior.
- ✓ **Step by step**, using case studies and simulations, we will introduce you to methodical approaches that will help you to gain a more inclusive outlook and improve the dynamics within the team. Consciously train to dismantle your unconscious biases and the awareness of your actions to aid the creation of an open community starting with yourself.

Objectives | Why INCLUSION?

INCLUSION is designed for anyone, especially those interested in promoting an inclusive environment, where diversity is recognized, respected, and valued. This game is designed to help you become aware of and challenge your own mental blind spots that stand in the way of full inclusion.

Thanks to this course:

- ✓ Discover the obstacles to inclusion and learn methods to overcome them by identifying and managing your unconscious biases.
- ✓ Practice handling prejudices and dismantling the stereotypes they're built on to improve your own way of interacting.
- ✓ Recognize discriminatory behavior, from others as well as yourself and take action.
- ✓ Learn how to identify and manage your unconscious biases and adopt an inclusive outlook.



Gamified Training for the effective practice of inclusion - Challenge your own subconscious biases -

INCLUSION



Methodology

The developed game-based learning method is a combination of **3 elements**:

- ✓ **High quality content** equivalent to a two-day on-site course, with a strong practical focus that is useful and directly applicable to the work
- ✓ The **use of gamification techniques** in terms of story telling, ranking motivation, scoring, different learning and game levels, and incentives through recognition and awards. This makes the training a motivating and exciting learning experience. This directly promotes the intrinsic motivation to learn on your and your employees' side.
- ✓ **Practical exercises** that allow you as a participant to practice directly in a safe and motivating environment and to implement the practical knowledge. You will **receive detailed feedback** in the form of individual learning loops.

How do you make it work? What are the IT requirements?

1. **The only thing you need** to use this business game training is an end device with internet access.
2. You can **access our performance-optimised business game platform** at any time, from anywhere in the world via your individual user profile or integrate the business game training into your LMS (Cornerstone, Moodle, SAP Success Factors, etc.).
3. You will receive regular reports on the progress of your participants and training groups. This allows you to always keep an overview and motivate your teams in a goal-oriented manner.