

Gamified Training for the effective practice of IDEM

- Successful implementation of gender equality-

Learn the most important skills to encourage an egalitarian workplace.



Gamification Storyline:

In this Serious Business Game Training you take on the role of Alejandro who is on the verge of becoming the CEO of Biotech Industries. However, one day he suddenly transforms into a woman. Following his change in gender are also many other changes in his work environment that lead him to become aware of the inequalities in the workplace he never noticed before.

Alongside Alejandro learn how to discern gender stereotypes, manage gender biases and promote equity to act more thoughtfully and actively promote equality. Counteract role models and discrimination with this Serious Business Game Training. Finally, aid Alejandro in changing his company's outlook and becoming the CEO.

Characteristics of the Serious Business Game:

- ✓ Learn with gamified training didactic methods.
- ✓ **Applicable and practical content for establishing an equitable work 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 IDEM

- Successful implementation of gender equality-

Knowledge and skills:

IDEM is a serious business game training that focuses on **practical application**. With the help of the realistic simulations and characters in the gamified training IDEM 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:

- ✓ Balance, effective communication, interpersonal relationships, impact and influence, decision-making, information seeking, focus, continuous learning, analytical thinking, self-control, results orientation, initiative and problem-solving.

Further integrated skills for learning in the Serious Business Game Training:

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



Gamified Training for the effective practice of IDEM

- Successful implementation of gender equality-

Content overview:

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

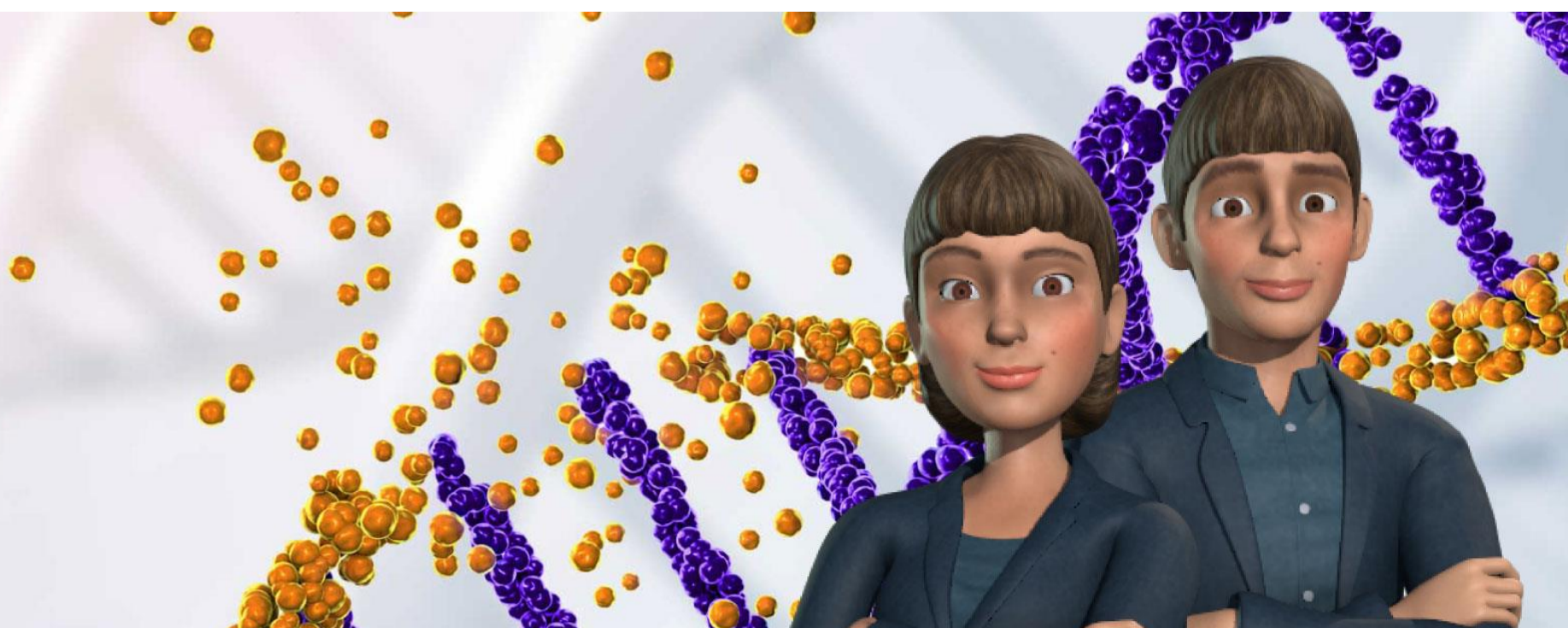
- ✓ Recognize the components of gender stereotypes and learn how to dismantle them to counter gender-based role models.
- ✓ Identify and strategically question gender biases to improve your own as well as others way of interaction.
- ✓ Learn how to take action against discriminatory behavior as well as micro-aggressions to support those affected.
- ✓ **Step by step**, using case studies and simulations, we will introduce you to methodical approaches that will help you to promote gender equality to improve the dynamics within the team as well as encourage a professional and fair work environment. Consciously train to manage gender stereotypes and biases to advance change through action.

Objectives | Why IDEM?

IDEM is aimed at all profiles in a company, especially those responsible for managing people and organizational culture and those who want to contribute to a more egalitarian, diverse, and equitable workplace. This game is designed to help you challenge your own mental blind spots and behavior to aid fostering equality between women and men.

Thanks to this course:

- ✓ Acknowledge equality and its benefits in order to boost a just society and a more productive and equitable environment within and outside of the workplace.
- ✓ Comprehend how inequalities are born from gender stereotypes, roles and biases and the impact they have.
- ✓ Identify discrimination and microaggressions that hinder the growth and development of women in the workplace.
- ✓ Learn how to realize measures that promote the professional development of everyone inside companies, regardless of their gender.



Gamified Training for the effective practice of IDEM

- Successful implementation of gender equality-

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.

