



**Creating
Emotionally Intelligent
Experiences**

**To Equip Individuals With Concepts
and Tools to Create More
Supportive and Inclusive Work
Environment For Everyone**

**Soft Skills Training :: Management Consulting and
Advisory Services**



Learning Strategies Used

Mentor Based Learning, Video Based Learning, Scenario Based Learning, Gamification, Performance Support Tools



Delivery Strategies

Mobile Learning, Microlearning



Background

We believe that most people are good-hearted and well intentioned, but many are reluctant to engage with those who are different due to the fear of saying/doing the wrong thing— offending them unintentionally. In certain situations, women and POC are concerned about being stereotyped or judged by others. Such behavior from both sides impacts team effectiveness, engagement, and innovation, amongst other issues. The need was to create a course that helps individuals create and foster an ecosystem of diverse ideas, backgrounds, and perspectives for a high-performing and culturally inclusive workplace.



How Did EI Craft the Solution?

The solution is essentially a quality blend of thoughtfully managed approaches, which include:

- A powerful mentor-driven narrative that drives awareness-building activities in real-world contexts.
- Self-reflection exercises that establish alignment and stimulate strong perceptions and candor.
- Expert videos that users interact with, boosting enthusiasm in an online learning environment.
- Rating exercises that compel deeper thinking and trigger new avenues of thought processing.
- Gamified practice zone that delivers on keeping learners engaged without disrupting learning.



Strategies Powering Our Solution



Scenario Based
Learning



Learning
Journey



Mentor Driven
Learning



Active Decision
Making



Experiential
Learning



Immersive
Learning

Impact

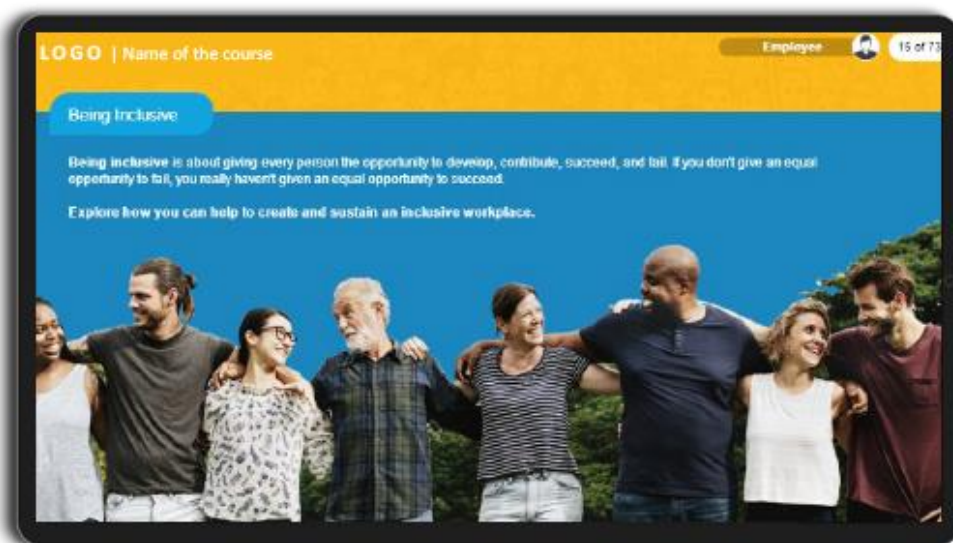
- The learners were more comfortable interacting with those who are different from themselves.
- Participants realized the importance of ‘speaking up’ to peers, when necessary (as an ally) and when inappropriate comments or behaviors are observed.
- In the follow-up feedback, stakeholders acknowledged that we were able to meet their expectations, vision, and values.



Solution Snapshots



Solution Snapshots



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