

culturewizard™  
by RW3

RW3 CultureWizard is  
Proud to Introduce its

# Suite of Global Inclusion Courses

Positive • Personalized • Interactive

[culturewizard.com](http://culturewizard.com)



There's a clear  
connection between  
an inclusive environment  
and organizational success

.....

RW3 CultureWizard's unique Global Inclusion Suite includes six digital learning courses, described here. The courses carry a positive message that builds on an understanding of modern D&I workplace challenges with behaviors and tactics to achieve inclusive business outcomes, globally and locally. Each course provides an assessment to personalize the learning, videos and graphics that powerfully communicate the message, and is rich with interactive scenarios to build everyday business skills that reinforce the value for Global Inclusion.

.....

# Global Inclusion Course

**Introduction to Global Inclusion:** Discover your inclusion score. Learn to diminish your implicit bias.

**1**

Learn where bias comes from

**2**

Discover how inclusive you are

**3**

Self assessment using the Global Inclusion Calculator

**4**

Choose your learning modules:

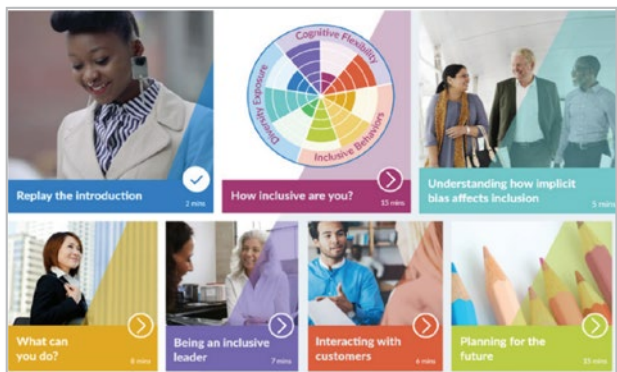
- Be an Inclusive Colleague
- Act Inclusively as a Leader
- Handle Customers & Clients Expertly

**5**

Take action with Planning tools

EXAMPLE OF ACTION PLAN			
Name of person of focus with whom I work closely	How are we different?	What can I do to be more inclusive?	Come back after 30 days to document your progress. How have these goals impacted your work?
Legal team	I serve the legal team as an HR business partner. The legal team is global, with many members residing in East Asia. I am based in Ireland and have little exposure to Asian cultures.	Listen actively, take perspective for behaviors and verify meaning with open ended questions.  Offer to meet one-on-one with Asian team members who are less comfortable speaking openly in group settings.	Better meetings and brainstorming sessions.  More constructive feedback sessions.
Kavita, peer	Kavita is a woman from India and part of Gen Z. I am a man from the US and part of Gen X.	Have more "curiosity conversations" to ask questions to ask questions and better understand her perspective.	Communication is smoother.  Collaboration no longer a stressful activity.





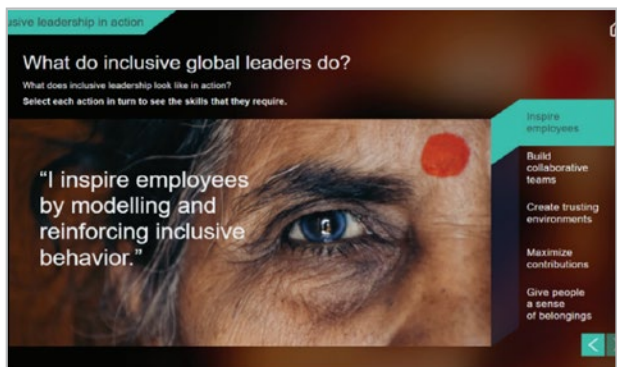
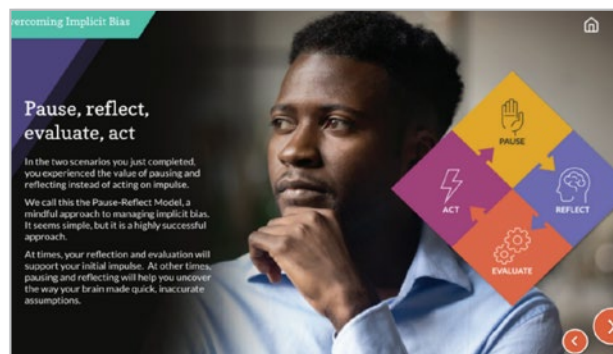
## GLOBAL INCLUSION COURSE

This engaging and interactive multimedia course teaches the foundations of what it takes to be inclusive amidst the complexity of working in a diverse and global environment. Special sections address how to recognize and moderate implicit bias, how to be inclusive with colleagues and clients, and how to be an inclusive leader.

## OVERCOMING IMPLICIT BIAS

This course teaches what implicit bias is, how it impacts our everyday encounters, and how this normal brain function needs to be managed so it doesn't impair the quality of our interactions and decision-making.

This course teaches the many forms that bias can take and provides interactive scenarios to enable learners to practice overcoming implicit biases.



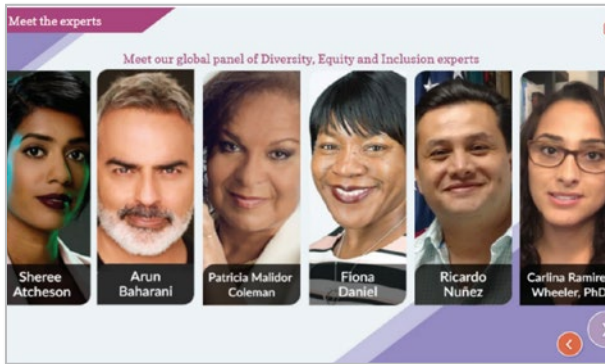
## BECOMING AN INCLUSIVE LEADER

Created for managers, team leaders, anyone in a leadership position, this course provides actionable insights on everyday leadership activities. Reinforcing six key leadership competencies—self-awareness, cultural awareness, the ability to model inclusive behaviors, the capacity to display courage, empathy, and humility—this course strives to prepare leaders to be more effective in an increasingly complex environment.

## ACTING INCLUSIVELY: CREATING AN INCLUSIVE CULTURE

Inclusive, diverse workplaces don't just happen. They are created and nurtured with sound, inclusive practices that become part of the culture and tradition of an organization. This course teaches skills to build strong relationship with curiosity conversations. It also teaches how to engage in difficult conversations as well as be an effective ally to contribute to the inclusive culture our organizations need.



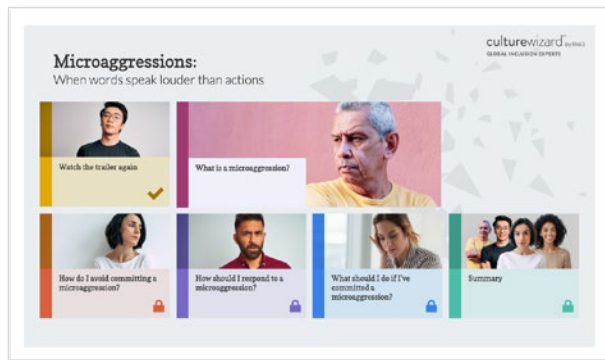
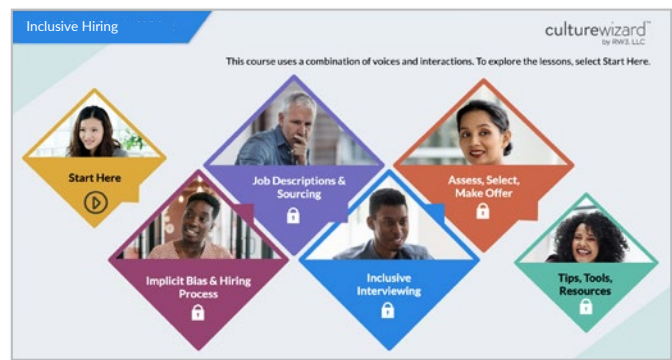


## CONFRONTING RACIAL & ETHNIC BIAS: A PROACTIVE, GLOBAL APPROACH

Of all forms of bias, perhaps the most corrosive to an organization and its people is the racial and ethnic bias that exists. This course defines a common language, clarifies the issues facing us in today's workplace, and outlines behaviors and tactics we can all take. Unique to this course, we bring together six experts from around the world to share their insights and understanding to confront this global phenomenon.

## INCLUSIVE HIRING

Recruiting and hiring the right people is the cornerstone of an organization's success. This course guides everyone involved in the hiring process through a step-by-step curriculum that develops the skills and tactics to help you overcome bias and attract the diverse talent your organization needs to succeed and grow.



## MICROAGGRESSIONS: WHEN WORDS MEAN MORE THAN ACTIONS

Microaggressions can have a major impact on people's performance. Learn what they are, how you can avoid committing a microaggression, and how to recover from—or manage—microaggressions when they occur.

## Facilitated Workshops by CultureWizard to Support Diversity, Equity & Inclusion



### Overcoming Implicit Bias

#### OPTIONS TO FOCUS ON:

- Racial & Ethnic Bias
- Bias in Talent Acquisition
- Bias in Leadership

#### DIGITAL PRE-WORK

- Global Inclusion Course

#### DIGITAL POST-WORK

- Managing Implicit Bias Course; Combatting Racial & Ethnic Bias: A Global Perspective Course

### Becoming an Inclusive Leader

#### OPTIONS TO FOCUS ON:

- Racial & Ethnic Bias
- Collaborative Leadership
- Leading Across Cultures

#### DIGITAL PRE-WORK

- Global Inclusion Calculator Self-assessment

#### DIGITAL POST-WORK

- Becoming an Inclusive Leader Course; Acting Inclusively Course

### Train-the-Trainer for Diversity, Equity & Inclusion Workshops

- Options to focus on any of the DEI topics above
- Customization to your organization's unique needs
- Needs analysis with stakeholders to craft relevant case studies on DEI subjects
- Participants receive a facilitation guide and facilitation notes plus all custom-designed materials to deliver workshops internally
- Option to provide first-time internal facilitators with a RW3 senior co-facilitator for additional support



## Supplement CultureWizard's Digital Resources with Customized Facilitated Learning

### Creating an Inclusive Workplace

#### OPTIONS TO FOCUS ON:

- Local or Global Levels

#### DIGITAL PRE-WORK

- Global Inclusion Calculator Self-assessment

#### DIGITAL POST-WORK

- Global Inclusion Course; Acting Inclusively Course

### How Inclusive Are You?

*Get to know how inclusive you are, and where you can focus your personal development.*

#### OPTIONS TO FOCUS ON:

- Delivery to Individuals or Groups

#### DIGITAL PRE-WORK

- Global Inclusion Calculator

#### DIGITAL POST-WORK

- Global Inclusion Course; Acting Inclusively Course

### Building High-Performing & Inclusive Teams with the TeamWork Profile

#### OPTIONS TO FOCUS ON:

- All Team-building Workshops are Customized to Stakeholder and Team Member Needs and Challenges

#### DIGITAL PRE-WORK

- Culture Calculator Self-assessment

#### DIGITAL POST-WORK

- Team Charter Development





.....

Today's workforce faces a complex world where people work—often remotely—across distances with people who have different cultural values, styles, and behaviors. RW3 CultureWizard is a global training organization that provides digital and instructor-led training that prepares people to work effectively anywhere in the world. Since 2001, we have helped our clients to create inclusive work environments and to prepare their people to be productive, effective, and engaged no matter where they are.

Drawing upon real-world scenarios, we customize immediately actionable tactical business applications. At the same time, we provide the most comprehensive digital library of global skill-building tools, integrated on-demand courses, assessments, and learning games guided by instructors both virtually and in-person.

.....

**Start Now By Visiting Us Online**  
**[www.rw-3.com](http://www.rw-3.com)**