

Diversity, Equity & Inclusion Program for Tech Companies

Attract and retain the right talent



Write to us

Book a call

Build an Inclusive Culture within your International Team

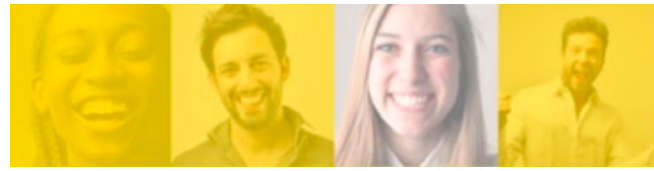
What will you get from this program?

At the end of this 3-step program your international team will have developed cultural intelligence (CQ) and an inclusive way of work that ensures everyone feels valued and can contribute to their fullest potential.

How will we work?

- STEP 1. Before the start of the program we will conduct an **initial assessment** of your culture through online questionnaires and 30-minute interviews with (part of) the team.
- STEP 2. We will organize a 2-hour workshop in which we **create awareness** about hidden assumptions and personal biases, make people more knowledgeable about cultural differences in the way people collaborate and communicate.
- STEP 3. We **build upon the skills** to create an inclusive work culture on a day to day basis and agree on “ways to work” within the teams.





PROGRAM DETAILS

STEP 1

Initial Assessment

Online questionnaires and interviews

For the assessment of your company culture and to know the individual cultural profiles of your team members, we conduct three analysis:

- An online questionnaire with questions about the inclusiveness of the company culture on a personal level.
- An online questionnaire to know the cultural profile of the team members. This analysis is based on the model 'The Culture Map' of Erin Meyer (INSEAD).
- In addition, we will conduct 30-minute interviews with part of the team to gather examples of real situations.

We will use the information from the questionnaires and interviews to fine-tune the content of the workshops, address the situations and concerns of the employees regarding the company culture, and use real examples (anonymously) of exclusive behaviors.



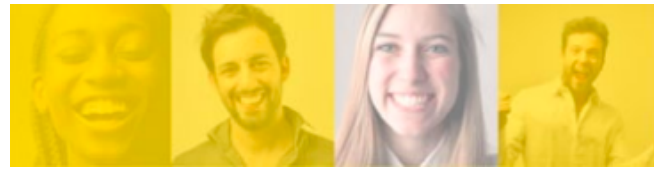
STEP 2

Awareness Session and First Guidelines

2-Hour Online Workshop for a maximum of 25 people

The aim of this workshop is to make participants aware of existing cultural differences in the way people collaborate (based on the model of Erin Meyer, INSEAD), to learn to decode the cultures that are different to their own, to foster understanding, and provide first guidelines on how to handle these differences in a constructive way.





Global Outline for this workshop:

- Introduction: explanation of the **importance of inclusive work cultures** (research that demonstrates the benefits on motivation, turnover, financial goals of the company).
- **Exclusive behavior, what is it?** Interactive discussion of situations regarding hidden assumptions and misunderstandings based on cultural differences. Objective: create awareness about personal unconscious bias.
- **What is unconscious bias?** Explanation of this concept and the impact on our decisions.
- **How to be aware of our personal biases?** Presentation and discussion of real situations, taken from participant's input.
- Explanation of the **8 important differences** regarding working in international teams, based on the field studies of Erin Meyer (The Culture Gap, INSEAD).
- Exchanging the **profiles** that are represented in the group, using the initial analysis regarding the 8-dimensions model and map the possible difficulties.
- **Closure: How can you contribute to an inclusive workplace?** Participants exchange their personal ideas and actions, based on the new insights.

STEP 3

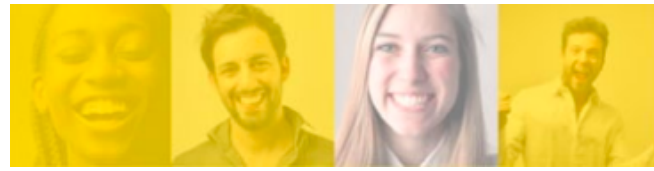
Building the Skills for an Inclusive International Team

2-Hour Online Workshop for a maximum of 12 people

The aim of this workshop is to encourage and motivate people **to take the next step and contribute** to building this inclusive workplace together. We will discuss real situations and address the attitudes and **practice the skills** that are necessary to contribute to the creation of an inclusive work environment.

We advise to work with groups not bigger than 12 people to make **practicing** in a safe environment possible and **give personal guidance and feedback**.





Global Outline for this workshop:

- **Brief summary** of the first training session.
- Exchange of **observations and actions** regarding inclusive and/or exclusive behaviors during the time in between sessions.
- **Foster understanding** of cultural differences by looking at the values behind it.
- What are the most **common 'frictions'** in this team?
- **What to do if you experience exclusive behavior?** Guidelines and exchange of ideas of participants.
- **What to do if you see it happening?** Exchange of situations. Guidelines for constructive responses and avoidance of the bystander effect.
- Providing and discussing **practical guidelines** about how to bridge the differences they have in their team, and make cultural diversity an advantage.
- **Practicing skills** to become more culturally intelligent and inclusive.
- Closure and exchange of **personal commitments**.

FACILITATORS



Marianne Slotboom



Jose Powell

[Read more about us here](#)

Looking forward to hearing from you!

