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Embracing Diverse Perspectives

Full Workshop Proposal.

A comprehensive overview of our workshop offering.

{POWER.CODERS}

Diverse Talents

Understanding your **team's mindset** and **values** is key to their development, retention, and unlocking their potential. In diverse settings, **finding common ground** is crucial.

Cultural diversity goes beyond nationality—it includes unique **perspectives**, experiences, and **diversity of thought**. Our training fosters inclusivity and appreciation for the contributions **each team member** brings.



Diverse Teams

Opportunity.

Scientific research reveals that diversity enhances:

- **Innovation & Creativity**
- **Talent attraction & retention**
- **Employee engagement & satisfaction**
- improved organizational **performance and resilience.**

Or Tragedy?

Working in a team with people of different backgrounds can be challenging:

- **Misunderstandings or misjudgments** due to cultural differences.
- It can highlight **Unconscious Bias.**
- **Differences** in communication, decision-making, or time management can **complicate** work.

Benefits of DEI

+36%

Revenue opportunities
thanks to diversity

[Dixon-Fyle et al, 2020](#)

+10.6%

Innovation mindset
thanks to equity

[Shook & Sweet, 2019](#)

+23%

Profitability
thanks to inclusion

[Hunt et al, 2020](#)

Cultural Differences

As companies become **less monocultural**,

- Employees lose **shared assumptions** and norms.
- People react to inputs differently, **communicate differently**, and make decisions differently.
- This can increase miscommunication and **erode trust**.



Cultural Intelligence



Our workshop helps prevent these issues by offering **insights** and **practical tools**:

- Identify and manage **cultural & personal differences**
- Ensure different cultural perspectives **have a voice**
- Foster **understanding & collaboration** across diverse backgrounds

Let us support you in building a stronger, more cohesive team and **organizational culture**.




**Diversity without inclusion is
a tragedy of missed
opportunities.**

Laura Sherbin, Co-President of Coqual

*Diversity: Refers to the variety in backgrounds and perspectives within a group.

*Inclusion: Cultivates an environment where everyone feels valued and essential - key to unlocking the potential of diverse groups.

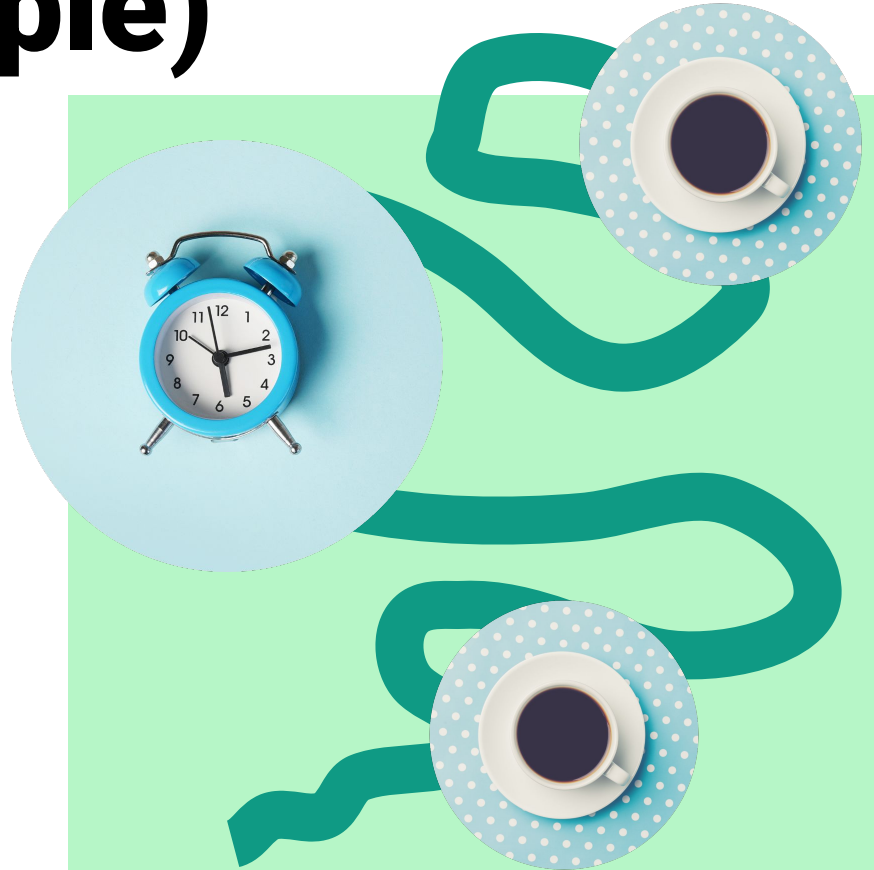


We help you develop
your **cultural**
competencies and
promote **inclusive**
diversity.

Agenda (Example)

Duration: 3 Hours

- **Introduction:** Understanding Diversity of Perspectives.
- **Deep Dive:** Exploring Cultural Differences.
- **Awareness in Action:** Managing Unconscious Bias.
- **Moving Forward:** Creating an Action Plan.



Takeaways

1. Participants gain cross-cultural **communication** and **teamwork skills**.
2. The training fosters **psychological safety** and team cohesion.
3. Improved communication can increase **internship success rates**, addressing the common failure reason of communication issues.
4. This advantage extends to the **entire team**, considering the **diverse backgrounds** we all bring.



Overview

- ❖ **For:** Teams with **Powercoders interns** and any interested employees.
- ❖ **What:** A 3 hour **onsite workshop** on cultural diversity and inclusion.
- ❖ **Added Value:** Managing **cultural diversity in teams**, promoting constructive team dynamics, and fostering an inclusive work culture.
- ❖ **Goals:** Ensure successful talent development, increase the success rate of internships, and enhance the **inclusion of diverse talents**.
- ❖ **Cost:** The workshop, valued at CHF 1'920 is offered to our partner companies as a **complimentary gift**.

Our Reviews

Reviews from 2024



95%

recommend the workshops to our partner companies



99%

describe their **overall workshop experience** as positive or very positive



96%

report **improved cultural sensitivity** after the workshop

Contact

→ Get in touch with me:
Let's plan this workshop together!

Schedule a meeting with me:

<https://calendly.com/sunita-asnani/30min>

Sunita Asnani

Diversity, Equity, Inclusion

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