



LIVE VIRTUAL

EQUALITY, DIVERSITY, INCLUSION & WELLBEING

Training Menu



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RIGHTTRACK
REFRESH YOUR PERSPECTIVE

WE'VE BROKEN EQUALITY, DIVERSITY, INCLUSION & WELLBEING DOWN INTO A COLLECTION OF CUSTOMISABLE, INTERACTIVE, VIRTUAL (BUT LIVE) TRAINING SESSIONS...

Each online session is delivered 'in-house' to groups from your organisation so we can explore the learning in the context of your values, processes, demographics, successes and challenges.

You can choose just one session from our menu of topics, request something bespoke, or create your own modular in-house Equality, Diversity & Inclusion training programme. (If you go the modular route, as part of the package, we'll give you embedding activities to keep the conversation going between modules.)

AS ALWAYS, WE'RE OFFERING CHOICE:

Duration

Virtual learning platforms have a bundle of fancy features that enable us to maximise on interactivity, however, we still recommend that online sessions are shorter than their face-to-face equivalents. 90 minutes, in our opinion, is just perfect (120 minutes for sessions with actors), but we're flexible.

Actors

Most online sessions can be brought to life, quite literally, with live actors. This is a fabulous way of getting important conversations started (especially since we've noticed more delegate shyness in an online context.) Training with actors is an amazing way of creating those goose-bump moments that instigate change.

Level

Rest assured; we can pitch the training to the needs of any group. We handpick the training specialist, case studies and activities to align with the roles and level of attendees.

Customisation

Customised training solutions are - and always have been - our specialism. If you have a problem that needs a bespoke approach, we can create something just for you.

Planning

Sometimes a facilitated planning or strategy workshop to support decision makers to find the right solutions is a great place to start, we can help with this too.

“ The training we received from RightTrack was completely different and participants found it fun and engaging throughout.

...In fact, many participants said that they wished we had scheduled in a longer session!”

Lynne Stuart FCIS, Company Secretary
NHS Medway Clinical Commissioning Group



VIRTUAL TRAINING MENU (FLEXIBLE 90 – 120 MINUTE SESSIONS)

Addressing Assumptions

Assumptions create a barrier to inclusion. This interactive session gives the group time to explore assumptions they might not even know they've made, and a chance to discover things about their colleagues they never knew before.

Building a Business Case *

The business case for Equality, Diversity, Inclusion, & Wellbeing is strong, but still, not everyone is on board. This facts-&-figures based session looks at inspiring case studies and helps you to consider where your organisation / team is on the scale right now.

Courageous Conversations

If only difficult conversations weren't so difficult, maybe we'd all be better at nipping niggly situations in the bud. This module pivots around a practical model for making challenging conversation non-confrontational and constructive.

Cultural Diversity *

This broad subject can be tailored for your organisation. We've recently delivered a session for teachers to understand the needs of their Muslim students better. And worked with a premier league football club to develop a practical assessment tool to ensure cultural sensitivity during global events.

Gender Identity

For many the gender identity conversation is new and some lack confidence to contribute knowledgeably, confidently and respectfully. This session explores terminology and raises awareness of gender transitioning in the context of the workplace.

Group-Think

Group-think is a fundamental barrier to diversity and inclusion if left unchecked. We explore the situations where group-think might be playing out in your organisation, then experiment with fun ways of shaking things up.

Hidden Disabilities

Fun, quiz-based session that explores the real meaning of 'disability' as defined by the Equality Act, and what that means for a range of hidden physical and mental impairments including learning difficulties, cancer and depression.

Inclusion in a Virtual World

It's not unusual for the lines to become blurred when it comes to inclusion in the context of social media, Whatsapp groups, and working remotely. This module explores the dos and don'ts in the virtual world.

Inclusive Leadership

Inclusive Leadership is a hot topic in the Diversity & Inclusion arena, and so it should be. There are a number of aspects we can focus on depending on your reasons for commissioning the training. It can be pitched at different levels: supervisors to the Board.

Inclusive Recruitment

Removing bias from the recruitment and selection process is a priority for all those conscientiously investing in diversity and inclusion. This session can take different forms depending where you are in the process, and where the biggest barriers currently lie.

Managing Mental Health

The statistics suggest that at least a quarter of your workforce is experiencing poor mental health at any one time. Building managers' confidence to know when and how to offer support is a small but important piece of the leadership puzzle. This session can be re-positioned for non-managerial staff too.

Micro-Behaviours

We are constantly decoding subtle behaviours that haven't been communicated, or even received, consciously, but have a big impact on how included we feel (or not). This session helps to bring these subtleties to the forefront so we can be more mindful of the non-verbal messages we send to others.

Mindfulness Matters

Tips and tricks to bring practical mindfulness techniques into your working day. The benefits of intention setting, breathing techniques, and gratitude are all explored in this very hands-on session.

Protected Characteristics & Beyond

When it comes to the protected characteristic, no one fits into one 'box' or another. Pivoted around a thought-provoking activity, this session explores what the protected characteristics mean in a real-life context, and how we can use them to think more inclusively.

Quizzing the Law

Designed around an interactive quiz, we explore our legal obligations and the consequences of not complying. This module can be pitched at different levels for managers and staff.

Resilience Masterclass

Resilience is a quality many of us would like a little more of, but easier said than done, right? In this fast-paced session we explore strategies to manage inner dialogue, worrying thoughts, acceptance vs resistance, and how to avoid 'breaking point'.

Speaking Out

If someone in your organisation witnessed behaviour that wasn't inclusive, or congruent with your organisational values, would they speak out? This facilitated session help identify and break down the barriers to challenging informally and amicably - so we can all learn and move on.

*Bespoke workshops that may incur additional cost

Spotlight on Banter

Who doesn't love a bit of banter? But, too often we hear from organisations who are concerned banter is going too far. Using a fun, interactive activity, this session clarifies the difference between banter, bullying, harassment, and discrimination.

Strategy & Planning *

Creating an achievable, measurable strategy is crucial, but so is a plan for communicating, cascading and implementing it. We can facilitate strategy and/or planning workshops with the Board, Heads of Departments or individual teams, to help map the route to success.

The Value of Values

Each of us has our own set of values, the organisation has a set of values, and we rarely get the opportunity to explore areas of conflict and congruence. But when we do, magical things can happen on a personal, team and organisational level. This is a facilitated workshop rather than formal training.

The Work of Champions *

When effectively guided and supported, 'Champions' are a fantastic way of keeping this stuff on the agenda, when so much is competing for resource and time. Facilitated workshops for Champions, to help them help the organisation reach key milestones, is a worthwhile investment.

Unconscious Bias

We have introductory Unconscious Bias modules, Unconscious Bias Masterclasses, and a few in between. Or we can focus on Unconscious Bias in a specific context, for example: recruitment and selection, customer service, or leadership.

Can't See what You're Looking For?

As specialists in tailor-made training solutions, if there's an aspect of Equality, Diversity, Inclusion & Wellbeing training you'd like delivered to your teams, just let us know and we'll rustle something up for you.

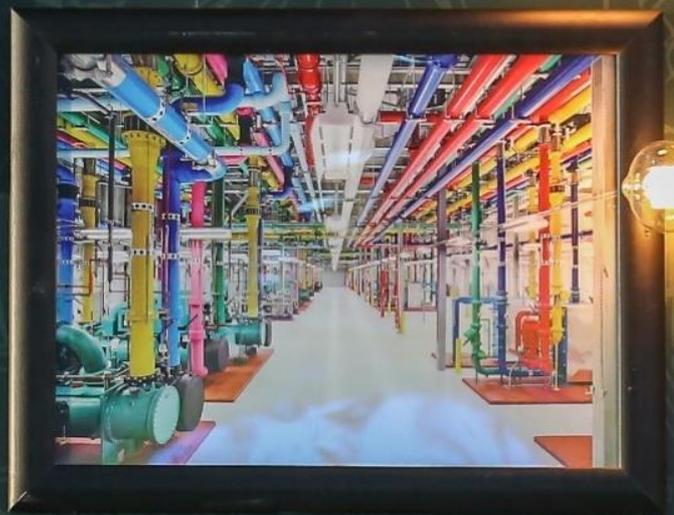
0121 222 7313 or enquiries@righttracklearning.com



“ We can't speak highly enough of RightTrack.

They are a truly professional and well-informed business. We cannot recommend them highly enough, and we look forward to working with them in our future as we evolve our EDI work.”

Jennifer Crampton, Head of HR
Catalyst Housing



MAKING IT STICK

As more organisations prioritise Equality, Diversity, Inclusion and Wellbeing, there is an increasing appetite to adopt a holistic 'build and integrate' approach (instead of sticking to traditional annual refreshers). This is where mini, live-online training sessions work so well; it's a low cost, low time-impact approach that enables you to take a modular approach to an area of people development that should never be inactive. It also dovetails effortlessly into other methodologies and initiatives for a blended approach.

ADDITIONAL IDEAS TO CONSIDER:

Managers' Toolkit

A modular approach gives individuals space to explore each nugget of learning in the context of their roles and teams, over time. To help facilitate this, as part of a modular package, we will provide managers with practical tools to keep the conversation going between sessions. Comprehensive six or twelve tool Managers' Toolkits are also available.

Top-Down Approach

We cannot stress enough the importance of a top-down approach. We've work with many senior teams over the years to help them position and plan the investment for maximum return, and most importantly, explore how to confidently role-model inclusive behaviours themselves.

Themed Weeks

Themed weeks can be an inexpensive, fun way of shining a spotlight on different aspects of Equality, Diversity, Inclusion or Wellbeing. You can align them with existing International Days or with the focus of each training module. And, they are even better if they can be driven by passionate focus groups within the organisation.

Champions

There are lots of case studies now that demonstrate the benefits of Diversity, Inclusion and Wellbeing 'Champions' or 'Ambassadors'. There's no set way of approaching it, but getting employees engaged in championing aspects of EDIW that they feel passionate about, is a great way of keeping key messages this alive at all times.

Coaching

Don't forget that one-to-one coaching is always an option to support individuals to overcome a specific challenge, or as a way to help plan and problem-solve.

Train the Trainer & Manuals

We are strong advocates of organisations becoming as self-sustainable as they can. And for some, having someone in-house who is equipped with a step-by-step training manual and the confidence to deliver it is a worthwhile investment in the long run.

If you'd like to chat more about your training solution, just give us a call or drop us a note.

Looking forward to hearing from you!

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