

WTI

Warrior Training International

presents a work of ART...

Assess. Release. Train.



Corporate Diversity Training & Education

Out-of-the-box corporate training for **multi-generational**, intersectional teams!



CREATIVE. DYNAMIC. IMPACTFUL.

About

It takes an
**ENGAGING,
EXPERIENCED TEAM**
to make
DIVERSITY TRAINING
fun.

Warrior Training International (WTI) offers custom, interactive training solutions centered around your company's diversity & inclusion needs. From group trainings to leadership workshops to executive coaching, WTI's approach is engaging and impactful. It gets results.

Our team of trainers uses the **Assess, Release, Train (ART) Process™**. This is the key methodology in our Leadership & Corporate Executive Training Courses. Our process provides a holistic methodology toward customizing retention strategies, increasing diversity, developing employee and leadership skills, and establishing higher levels of engagement and retention.

It provides actions and processes to ensure that you address your business's and team's challenges. This interactive & actionable framework helps drive performance and deliver results that improve morale and increase revenue.

Trainings



Warrior Training diversity experts are available for onsite group trainings for employees and executives. Our courses offer an in-depth look at how diversity training empowers your workforce to become more inclusive. Popular courses, such as *Managing Implicit Bias*, provide guidance to teams as they embark on diversity and inclusion initiatives. All of our trainings are interactive, creative, and engaging. This makes it easier for participants to feel comfortable discussing challenging topics.

Our Diversity and Inclusion Trainings:

- ▶ Diversity in Action: Creating an Inclusive Workplace
In this training, participants receive diversity information, increase personal awareness, and learn tools to improve interpersonal effectiveness across differences in the workplace.
- ▶ Managing Implicit Bias
In this training, explore the three invisible aspects of culture that are most important in achieving value-added interactions with diverse co-workers or customers: nonverbal behaviors, communication styles, and values.
- ▶ Team Building Across Cultures
In this training, participants explore the roles of perception and stereotypes in creating cross-cultural misunderstandings and use this information to build stronger teams.
- ▶ Hiring High-Quality Diverse Candidates
In this training, learn the benefits of hiring a diverse team, how to set up a program to do so, and effective ways to maintain the program.
- ▶ It's Not Black & White: The Power of Emotional Intelligence
In this training, learn the value of emotional intelligence, how to use it to connect more deeply with your team, and to diffuse difficult situations.

Benefits

Maximize Learning

Boost your employees' learning experience with an engaging training that teaches employees the importance of embracing diversity in the workplace and empowers them to learn their own biases and how to incorporate diversity principles into their workday.

Complete Suite of Training Products

Our comprehensive suite of learning formats include:

- »» Classroom-based, group on-site training
- »» Private or small team on-site training
- »» Executive training and coaching
- »» Hybrid training (combine any of the formats above)
- »» Study Guides and Planning Resources also available

Experienced Instructors

Our instructors are trained and experienced diversity-and-inclusion experts. Our dedicated subject matter experts will guide your employees through learning materials that will maximize content retention and boost performance.

Customized Training = Maximum Value

Maximize value through a customized training package developed for your company's specific needs. Whether you have a global workforce that requires varied training options or a smaller staff that needs a private training seminar at one central location, WTI delivers a solution that fits your budget, schedule, and company's objectives.

Process



Our **Assess, Release, Train (ART™)** process is based on merging training with creativity to produce the perfect formula for delivering effective and engaging corporate trainings. Although it is flexible and customizable, we always use this process as a guide to create training for a variety of needs. It's adaptable, multi-phase approach employs psychological and educational tools and techniques that have been tested and proven time and time again.

A

Assess. All trainings begin with a needs assessment. We take the time to identify and address specific needs to give your diversity program the best chance to succeed. Just merely “going through the motions” of developing a diversity program is not enough to get results. The needs assessment includes an evaluation of internal and external demographics to assess the need for and feasibility of adopting diversity goals. It also includes an evaluation of organizational policies, benefits, and employee relations programs.

R

Release. Once the assessment is complete, we collaborate with your CEO and/or management team(s) to set specific goals and develop a program based on your unique needs. Together, we establish a plan to routinely collect data on productivity, morale, and retention to measure the success of your company's diversity initiative. Participants release old habits and lay the building blocks for new ways of communication. This step is an important part of any diversity program as it allows the employer to reinforce what is working and revise what is not.

T

Train. The final step in successfully implementing a diversity program is training. Training provides the knowledge, skills, and tools needed to create a more comfortable and productive work environment. Ending this process with a customized training lets employees know that you are serious about diversity and inclusion. This is important for creating and sustaining change that fosters a more creative, inclusive, respectful, and productive workforce and workplace.

Trainers



Bershan Shaw is an NYU-certified business and executive coach, international keynote speaker, author, and workshop leader who has over 10 years of experience working throughout the United States and around the world, including Italy, Germany, Switzerland, London, Australia and more. Bershan has provided extensive training in cultural competence and workplace diversity to small businesses, universities, government agencies, and corporations. Her training style is dynamic, energetic and infectious. She has appeared on News Talk Live, Good Day DC, Fox, Arise TV, NBC, ABC, News 11, and WBLS.

Britton Williams, MA, RDT, LCAT, is a registered drama therapist, Licensed Creative Arts Therapist, and psychoanalytic candidate. She currently works in private practice in New York City and in acute care with adults and adolescents through her company, *The Healing Stage*. Britton has published and presented on the impact of assumptions, biases, and stereotypes on individuals, relationships and communities; creative and embodied approaches to clinicians' self-assessment; and developing a relational-role theory framework and protocol.



Brandy Cochran has been serving creatives and executive leaders for over 10 years. She is a Creative Strategist at her company Sustainable Initiatives, where she works with purpose-driven entrepreneurs and community-focused organizations. Brandy holds a Fordham University NPO Executive Leader Certification and a Life Coach Certification and has helped develop and train over 100 creative professionals and entrepreneurs. Brandy is passionate about the environment and living healthfully and recently became a Plant-Based Culinary Professional.

Why Diversity?

Drive innovation.

Increase creativity.

Make recruitment easier.

Avoid high turnover.

Capture more of the market.

“ A diverse workforce is a reflection of a changing world and marketplace. Diverse work teams bring high value to organizations. Respecting individual differences will benefit the workplace by creating a competitive edge and increasing work productivity. -The Society for Human Resource Management



Why WTI?

We are young enough to understand Millennials, Generation Y, and Generation X, but old enough to have the experience needed to deal with upper management, C-suite level corporate executives, and multi-level teams. From communication to understanding, there is a process that works best to connect with multigenerational groups to get results and Warrior Training International gets results!



WE GET IT!



plus...

Our trainings **won't** put you to sleep.



Get ready to experience a one of a kind, training that your employees will talk about long after it's over.



Book Your Training Today:
book@urawarrior.com