



Empowering People to Connect, Create,
and Innovate Across Cultural Lines

AN OVERVIEW OF CAFFE STRATEGIES INDIVIDUAL TRAININGS

Exciting Creativity Boxes are included for each session.

BUILDING BEYOND BIAS™ - 2 HOUR SESSION

This training challenges team members to increase self-awareness and critically examine personal unconscious bias and decision-making biases through creative activities and safe discussion platforms. Our training extends past self-awareness to equip trainees with tools to manage bias, engage in behavior change and build a culture of creativity.

ERADICATING MICROAGGRESSIONS (SAE) IN THE WORKPLACE - 3 HOUR SESSION

This challenging yet engaging session not only increases awareness of subtle acts of exclusion (SAE) but begins the cognitive and emotional work to result in actual behavior change in a safe space. Team members who complete this training are more empathetic, mindful and proactive with creating a culture of inclusion and psychological safety.

INCREASING CULTURAL CURIOSITY FOR EMPLOYEE SUCCESS - 3 HOUR SESSION

New ways of thinking are uncovered during this exploration training of curiosity and cultural exploration. Trainees engage with interactive tools to enhance the art of questioning and seek alternative possibilities in routine experiences. Team members practice the application of these transferable skills from personal to professional to cultural situations for adaptation training. With this training, your employees will be discovering new possibilities within their work and their collaborative creations.

PERSPECTIVE SHIFTING FOR LEADERSHIP - 3 HOUR SESSION

Leaders who engage in perspective-taking exercises not only provide new perspectives in complex work situations, but it can also activate networks in our brains that are associated with creative thinking, intercultural competence and exploration. Perspective taking is a skill that improves business outcomes and gives us access to more information than we would have without it. In order to lead well, leaders need to shift perspectives well for a comprehensive view of the teams and the future.





Empowering People to Connect, Create,
and Innovate Across Cultural Lines

BUILDING BEYOND BIAS™

INTERCULTURAL BELIEFS AND BIAS TRAINING

Having an open mind is the #1 indicator of a highly creative thinker as well as a highly culturally competent person. This two-hour training facilitates the mental development of identifying and dismantling prejudging mental blocks that inhibit open-mindedness and empathy. This training focuses on unconscious bias training, which includes cultural bias, creative biases, and other cognitive biases that affect decision making, hiring, promoting, and building interpersonal relationships. We teach mental tools for leaders and team members to manage and adjust for biases, unconscious beliefs, and self-limiting creative restraints.

- Team members will understand how bias is formed in the unconscious mind and recognize the difference between affinity bias, confirmation bias, social comparison bias, and attribution bias in decision making and creative ideations.
- Through the use of the Diversity Diamond, team members identify and discuss dominant and non-dominant positions on self-identified cultural demographics that influence life and work experiences.
- Team members will employ tools to give and take feedback around biased behavior and use language and phrases that increase belongingness and creative ideation success.

BUILDING BEYOND BIAS™ INCREASES CREATIVE CONNECTIONS

■ Two Hour Interactive Session – This training challenges team members to increase self-awareness and critically examine personal unconscious bias and decision-making biases through creative engaging activities and safe discussion platforms. Our training extends past self-awareness to equip trainees with tools to manage bias and engage in behavior change. Our training incorporates artistry methods and cognitive creative thinking strategies to improve understanding of one's-self and others. Exciting creativity boxes are included in this session.





Empowering People to Connect, Create,
and Innovate Across Cultural Lines

ERADICATING MICROAGGRESSIONS (SAE) IN THE WORKPLACE

ELIMINATING SUBTLE ACTS OF EXCLUSION (SAE) INCREASES THE CREATIVITY OF YOUR EMPLOYEES

We desire for our people to thrive. Creativity thrives in an inclusive culture that values the whole individual and their many differences. When microaggressions, or Subtle Acts of Exclusion (SAE), are present, many employees feel disempowered and perform below their creative potential. This is costly for the employee and the organization. This hands-on interactive training aims to accomplish the following goals:

- Understand the levels of microaggressions (SAE) and their impact on employee morale
- Equip employees with tools to address SAE as the initiator, recipient, or bystander/ally position
- Increase self-awareness and empathy for allyship
- Utilize scripts and communication guidelines for proper resolution of SAE offenses

ERADICATING MICROAGGRESSIONS (SAE) IN THE WORKPLACE

■ Three Hour Interactive Session – This challenging yet engaging session not only increases awareness of Subtle Acts of Exclusion (SAE) but begins the cognitive and emotional work to result in actual behavior change. Team members who complete this training are more empathetic, mindful, and proactive in creating a culture of inclusion and psychological safety. Exciting creativity boxes are included in this session.





Empowering People to Connect, Create,
and Innovate Across Cultural Lines

INCREASING CULTURAL CURIOSITY FOR EMPLOYEE SUCCESS

CULTURAL CURIOSITY DRIVES INNOVATION

If innovation is driven by creativity, then creativity is driven by curiosity. It is this same curiosity that is needed to develop intercultural competency. By implementing a consistent process of curious exploration, team members will engage ideas and people in a more complex and novel way. This is imperative for advancing Intercultural Creativity™. The primary method of increasing curiosity is utilizing observation skills and applying an advanced process of questioning. Seeking information to fill gaps of knowledge through culturally respectful questioning and investigation will strengthen psychological safety, increase inclusivity, and reveal new possibilities for innovation.

- Team members will become aware of mental blocks that inhibit curious exploration and implement tools to dismantle those blocks
- Team members will recognize and improve the quantity, variety, and quality of questions in environmental and cultural settings
- Team members will strengthen imagination capabilities to increase 360 thinking in environmental and cultural settings
- Team members will engage in respectful cultural curiosity that avoids microaggression (SAE) territory.

CURIOUS EXPLORATION LEADS TO INCREASED INTERCULTURAL CREATIVITY™

■ Three Hour Interactive Session – New ways of thinking are uncovered during this exploration training of curiosity and cultural exploration. Trainees engage with tools to enhance the art of questioning and seek alternative possibilities in routine experiences. Team members practice the application of these transferable skills from personal to professional to cultural situations for adaptation training. With this training, your employees will be discovering new possibilities within their work and their collaborative creations. Exciting creativity boxes are included in this session.



PERSPECTIVE SHIFTING FOR LEADERSHIP

PERSPECTIVE SHIFTING IS A CRUCIAL SKILL FOR LEADERS

The ability to perspective shift is needed for empathy, creativity, cultural competence, and innovation yet can be reduced as leaders advance higher in position. Few leaders invest time to develop this skill. Perspective-taking skills can improve through training and it activates the social brain network, which can also reduce implicit bias. Our training uses situational and artistic methods to sharpen and develop the ability to perspective shift in professional environmental experiences and cultural experiences. Empathy skills are further developed and imagination exercises, such as 'fictive learning,' are explored and utilized.

- Leaders will strengthen perspective taking skills through the use of artistic, metaphoric and narrative methods
- Leaders utilize various methods of communication to express new perspectives in order to discover hidden relationships
- Leaders learn how to identify and confront any biases or previously held beliefs that may negatively affect the perspective taking process
- Leaders will develop the use of multiple sensory inputs to increase the perspective taking experience

IMPROVE DECISION MAKING, SPARK INNOVATION, AND CREATE CONNECTIONS

■ Three Hour Interactive Session - Participants who engage in perspective-taking exercises might not only provide new data in complex work situations, but it can also activate networks in our brains that are associated with creative thinking and exploration. Perspective-taking is a skill that improves business outcomes and gives us access to more information than we would have without it. In order to lead well, leaders need to shift perspectives for a comprehensive view of their teams, their customers, and the future. Exciting creativity boxes are included in this session.

