



# Superhumans at Work™

*The Diversity, Inclusion, and Respect Experience for the Superhumans at Your Workplace*

**Why:** The world today is highly charged. Tensions are high in the workplace. Polarizing information and opinions trigger emotional responses. Organizations struggle to find solutions for the divides that plague our work environment, diminishing team collaboration, limiting goal achievement, and potentially placing you at legal risk.

## **What Do You Do?**

We know that corporate culture grows from rich diversity. How do you build that when basic workplace respect or upholding minimal lawful behaviors is in jeopardy?

More than ever, people need to be heard. Employees want to express their values, to feel like they can be safe and brave enough to bring their best selves, their true selves everywhere. This is especially important at work, because this is where we spend most of our day.

**What:** *Superhumans at Work* is the training experience for organizations aiming to harmonize unique individuality with collective collaboration through synergistic magic. It's a program that brings conflict-ridden issues towards resolution by highlighting the human thread that connects us all, while validating each member's unique superhuman strengths.

**How:** The Super Renaissance Group has *the program* to enhance diversity inclusion and workplace respect in your organization no matter the need. We'll use an approach that is right for you; employee engaging and preventative approach, or a compulsory, mandated offering to recompense from existing harassment issues.

The program itself is a live example of how unique schools of thought and diverse backgrounds can be woven into a holistic training solution. In our program, we explore the multiple scenarios and difficult personal questions within a multi-cultural, multi-generational workplace.



## What is Covered

- Review of EEOC anti-harassment and anti-discrimination laws
- Your organization's workplace policies, values and expectations
- Legal requirements to intervene and report observed unacceptable behaviors towards self or others

## Tools We Use

- Feedback guides to improve communication skills among managers and employees
- Case studies on the impact of harassment or discrimination
- VIA Character Strengths assessment tool, based on positive psychology
- Mechanics and narrative forms from classic role-playing-games (Dungeons & Dragons, etc)
- Proprietary mindfulness and movement techniques certified by Yoga Alliance
- Dynamic, therapeutic conflict resolution exercises
- Innovative Human Resources forms of self-reflection and action planning for retention and change



**There** are **three major components** to our Diversity, Inclusion and Workplace Respect training. Each part delivers specific benefits that, when brought together, make a *one-of-a kind learning experience*.

## 1 We all belong! What role do you play?

Mindfulness and movement techniques such as breath work and meditation are used to create a sense of belonging and acceptance of everyone, of all people, kinds, types, styles and backgrounds, from the onset.

- Builds self-awareness to understand one's own role in conflict
  - develops personal accountability and common human connection
- Keeps energy flowing
  - reduces resistance and stagnant, programmed, unconscious behaviors





## 2 Practice using character strengths to protect and permit differences!

By creating Superhuman characters, default behaviors built from underlying assumptions and biases are revealed, then safely challenged. As new inter-personal and collaborative skills are earned throughout the game, players practice their skills, making brave choices through challenging role-play scenarios.

- Simulates challenges in an engaging learning scene
  - allows practice rounds w/ adventure, chance and choice
- Reveals and empowers unique character strengths
  - sets psychological safety to be brave amidst challenges

## 3 Apply your skills at work: Know what to do and how to do it!

Direct correlations between the activities and the real world are made throughout, therefore long-term changes towards respectful behavior are more likely. Action plans are created so that employees take their legally compliant criteria, new tangible collaborative tools, unique strengths and what personally resonated with them. Through new commitments and agreements, acquired skills are applied in their everyday life practice of working respectfully with others.

- Openly addresses group conflict
  - apply techniques for real world use
- Emphasizes choice and legally required intervention and reporting actions
  - highlights steps towards change



**Together, these components make up a 1.5 day training experience with 5-60 employees at your site!**



## How can you participate and change your world at work? Act Now!



### Find Out More:

Register for our free informational webinar:

*What does it mean to be a Superhuman at Work? Meet and talk with us about the Superhumans At Work program and what it can deliver to you.*

Check [superhumansatwork.com](http://superhumansatwork.com) for our schedule of regular public offerings.

-or-

Schedule your own *private webinar* with your decision makers and us.

Write to [superhumans@superhumansatwork.com](mailto:superhumans@superhumansatwork.com) to book your free webinar.

### Attend a Preview:

Preview our full program with colleagues from various companies facing similar challenges in the workplace. A one-time discounted opportunity.

*For People Leaders, HR, L&D, D&I and Team Leaders seeking solutions to bring in-house. Earn HR Certification credits!*

A discounted one day training in the greater Chicago area.

Minimum 5 participants.

Check [superhumansatwork.com](http://superhumansatwork.com) for our next pilot.

### Book an Experience:

*Our full 1-1/2 day experience for 5-60 people.*

Highly interactive! With your team, tackle elusive workplace challenges: Diversity & Inclusion #MeToo, workplace harassment, etc. Practice resolution through strengths, self-awareness, mindfulness techniques and game-play!

*Call **Hallbrook Polite**, our Master of Creativity, at +1(404) 805-9804 to discuss your custom experience.*

**Superhumans at Work™** is a production of the Super Renaissance Group:

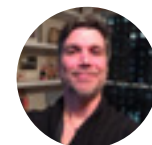
- 3 individuals exploring their superhuman powers uniquely and as a complementary collective
- We believe that all people have a common thread of untapped superhuman potential and that celebrating diversity and differences invites them forward
- We set out to awaken the unique superpowers in the humans at your workplace in order to resolve complex challenges and enrich work life satisfaction for all.
- Learn more about us at [superhumansatwork.com/aboutus](http://superhumansatwork.com/aboutus)



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