



What do we do?

We offer the following diversity-related services:

- Conersivity® workshops for leaders and individual contributors
- Diversity council workshops (helping diversity task forces construct and fulfill their mission)
- Cultural and team audits
- Personality and diversity assessments
- Customized program development (we design a program according to your needs)
- General consulting (we can help you design an effective diversity initiative)

How do we do it?

All our programs are designed following the latest evidence from social psychology research. We are passionate about diversity, but are equally passionate about *effectiveness* and evidence-based design.

Because social psychology teaches us that human beings prefer commonalities to differences, we base our interventions on Conersivity®...the ability to use commonalities as a foundation for synergy and innovation. Conersivity® helps individuals use their *commonalities* as ground work for the acceptance of and enrichment through human differences.

Our programs are available for licensing! Consult us for details.

Our Philosophy

- **Work with human nature** - not against it. We base our consulting and initiatives on the latest social psychology research.
- **Focus on building connections** and fostering a sense of "we are in this together."
- **Think outside of the box** when developing curricula - for instance, we strongly believe that incorporating personality discussions can be extremely beneficial.
- Above all - **remember to first do no harm**. It is possible to make things worse in diverse team development, even when we have the best intentions.

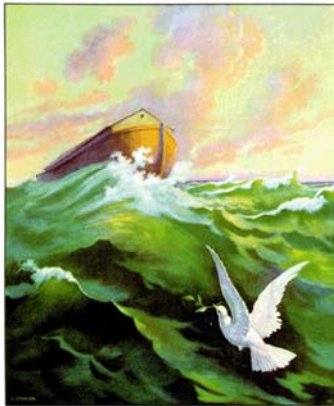


The Effectiveness Group, LLC
seriously engaging training

Conver-

experiences

Conversity® Relationship Masters is a 2 to 4 hour workshop designed to introduce two key components of Conversity®: Culture, and Personality. Participants engage in a lively card tournament that mimics the frustrations of intercultural contacts, complete a brief personality assessment, and practice finding connections. The 2-hour version focuses either on personality or on cultural diversity, the 4-hour version includes both topics.



The Vision is an intensive 2-day experience designed to help employees find connections and capitalize on their diverse talents and backgrounds. Participants work together to create a diversity-friendly and productive "Noah's Ark." Topics include dimensions of diversity, personality, culture, the impact of similarity and social identity bias, overcoming prejudice, building a culture of appreciation, finding connections, and championing a diversity-friendly organizational culture. A special module is available to introduce diversity "best practices" to diversity councils and leaders.

First do no harm is an 8-hour training program designed especially for diversity councils and leaders involved in diversity development. The program has a dual objective: Help the diversity council function as a team and debunk various diversity development myths that derail many a diversity initiative. Topics include dimensions of diversity, personality diversity, diversity myths, introduction to the social psychology of prejudice, and diversity development best practices.

If you don't see exactly what you need, ask us for a completely customized program.

