



Henderson Woods, LLC
Building Relationships to Improve Outcomes

Workplace Respect and Recognition Training Description using Interactive Theater

Working Together with Dignity and Respect (2½ to 3 hours)

Workshop Objectives

1. Promote greater understanding of differences and similarities in today's diverse workplace
2. Consider intended and unintended consequences of alternative behaviors or responses
3. Promote awareness of behavioral choices that support respect for others
4. Gain greater confidence in the skills for making differences work
5. Contribute ideas for the development of shared guidelines for dignity and respect

Making differences work is a matter of dignity and respect. Using a combination of interactive theater and small group discussion, our workforce training focuses attention on the dynamics and consequences of alternative behaviors and allow participants to reflect on the intended and unintended messages communicated through everyday encounters.

Based on information gathered through focus group meetings, we develop several customized scenarios which illustrate typical workplace encounters and highlight the outcomes of choices that are made and work with professional actors to bring them to life. The scenarios are designed to reflect both individual and group behaviors and illustrate current client issues of dignity, respect and recognition. The dramatizations are realistic enough to engage participants but not so specific as to portray a particular individual or event. After each scene, the actors remain in character for a Q&A session with participants.

Scenarios may be developed within the framework of co-worker interactions or employee-supervisory relations. We compliment dramatization with facilitated group work and presentation. By engaging participants in small group discussion and report outs, we encourage them to learn from one another and promote greater awareness of the many dimensions of similarity and difference which define their own diversity. Interactive discussions are supported

with appropriate information presentation to provide a set of concepts and tools for making differences work.

Respect and recognition are part of the fabric of an organization, reflected in the stories people tell one another about how the organization “really” operates and what – and who – is “really” valued. Three of the biggest challenges for organizations are: 1) getting people to work well together; 2) creating a workplace environment that is responsive to diversity and 3) transforming the organization and the workplace to utilize its diversity as a resource for learning, innovation and growth. To meet these challenges, organizations must create workplaces that acknowledge people for who they are; treat people with dignity and respect; and create the capability to engage diverse perspectives as a resource for learning and enhanced performance.

Respect and recognition training from Henderson Woods, LLC builds skills, generates shared expectations and breaks down resistance to change when supported by organizational policy and follow through. Respect and recognition training is an important component of an organizational initiative to improve workplace climate and promote respectful workplace interactions.

NOTE: This training can be modified for delivery without the use of interactive theater. For more information, contact Pamela Henderson at www.hendersonwoodsllc.com