

## **IMAGINE, DEFINE AND CREATE INCLUSIVE ORGANIZATIONS**

### **JOIN MPMA IN A SERIES OF THREE LEARNING EXPERIENCES FOCUSING ON CREATING CULTURES OF BELONGING**

At MPMA we are committed to connecting you with valuable information, resources, and insight to help you navigate our ever-changing society and community to give your organization a competitive edge in not only hiring top quality employees, but creating workplace cultures that retains them. We are excited to offer you this exciting opportunity to support the goals and work of your organizations.

We are investing in you by sponsoring to you a series of learning experiences that will help your organization become more explicit about your business commitments to having high standards for ensuring that all of your employees have the opportunity to thrive, belong and contribute.

*One key objective is to begin seeing differently, and then acting differently, to better align our individual behaviors with our collective aspirations.*

By participating in the learning experiences, you will be:

- challenged to reassess your mental models and engage in transformative learning experiences.
- Discover innovative social solutions to transform organizational culture
- Generate life-transforming experiences that lead to a deeper understanding of self and others
- Engage in conversations around current realities
- Identify ways to support a healthy workplace environment

#### **SESSION 1 ( 1/hour virtual**

Workplace Culture and Cultural Agility

This experiential learning session will help leaders recognize the importance of cultural agility and the necessary steps for creating a thriving culture for all.

#### **SESSION 2 (1/hour virtual)**

Mental Models and Biases

An experiential learning session that engages the participants in learning how the brain functions during times of uncertainty, the conditions that tend to bring out biases and microaggressions and the implications for the workplace.

#### **SESSION 3 (1/hour virtual)**

## **Mental Models and Biases continued**

### **SESSION 4 (4/hours in person)**

#### Equity Innovation Experience

This unique learning component is a partnership with the Science Museum of Minnesota and housed in our Downtown Dayton YMCA at Gaviidae. The multi-station experience serves as a catalyst to engage the mind on equity, diversity, inclusion, and global realities. A variety of learning styles provide opportunities for personal transformation where participants experience life from another's point of view.