



#NoLabels

Workshop Experience by Work It OUT and GLAS Foundation

GLAS

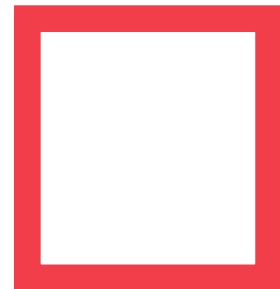


Stereotyping and categorizations are so natural human phenomenon that we don't even pay attention to them anymore or even worse – have normalized it completely.

But the truth is that putting people in boxes influences our overall attitude, leads to negative behavior patterns and deprives us from seeing clearly the deepest of human potential, thus hurting badly our fruitful relationships with others.



Work It Out is a platform for based in Bulgaria domestic and international companies that want to make their workplaces more inclusive and embrace the benefits of diversity. The purpose of the platform is to promote a positive business and economic case for equality of opportunity for every employee in Bulgaria.



Research has shown that embracing diversity leads to variety of different perspectives, increased creativity and innovation, higher employees’ engagement, better decision making and ultimately – higher productivity and more profits.

Transforming the company’s culture needs time and everyone involved. A good starting point would be the team managers being the visionaries and the leaders of the company but continuing top to bottom and involving all the employees of the company is a necessary step.

Diversity is a journey – and we don’t kid ourselves that we’re near our destination yet.





GOALS



- Bringing the attention towards how are we unconsciously stereotyping
- Fighting the prejudices based on different criteria recognizing the benefits that diversity can bring to the workplace
- Embracing the richness of the diversity in all its dimensions
- Helping to raise the overall maturity and self-consciousness of the company itself

APPROACH

- Fully interactive and participatory workshop raising awareness
- Experiential approach leading to actionable insights
- Empathy exercises and role plays
- Storytelling and real life examples
- No-fluff discussions based on Art of Hosting practice methods
- Communication techniques and inclusive language
- Research on best practices





Anyone in the company interested in the topic but most efficient with:

- Executives & team leaders
- Mid-level managers
- HR professionals and recruit teams

AUDIENCE





OUR CLIENTS SAY



#NoLabels is a principle we all want to follow, but it's not always easy. With the #NoLabels workshop of the GLAS Foundation, the colleagues we chose to be our ambassadors of tolerance in the company gained skills together and with games and in roles we learned to be in the shoes of others, not to judge, to understand more, to share more easily. Because we are all humans and we all know the sticky side of the labels - it's never nice to fall in a stereotype, but it's inevitable.

The seminar is a great option for uniting the team and getting to know the people in the company, with meaningful time for reflection. We did it online in our team, but I have no doubt that live is an even stronger experience.

Velina Sasheva

Employee Engagement & Branding Lead, Ingram Micro GBS Sofia





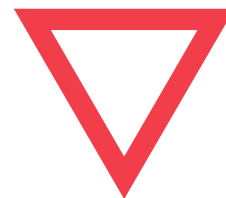
GLAS Foundation organized interactive #NoLabels workshop, having a variety of practical exercises and role-plays, covering unconscious preferences to enhance the inclusive and agile way of working.

Violeta Karanacheva-Tsvetanova
University Relations, Learning and Diversity
Country Focal, GTS CEE



Extremely interactive workshop which makes you go out of the comfort zone and be more aware.

Lazar Bosakov
Senior Product Designer





SOME OF THE WORKSHOP PARTICIPANTS' FEEDBACK:

It was one of the most interesting workshop sessions I have participated, ever.

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The discussion, the topic, the way it has been presented, the interaction, the active participation of everybody. It was really very interesting.

Really interactive and takes you out from your comfort zone :)

The workshop gave me ideas how to organize a similar exercise in my team. I find the idea of the workshop extremely helpful, the short time we had was dynamic and was keeping us active during all the time without make us feel tired or bored.

I enjoyed the activities and the format of the workshop.

It is interactive and eyes opening.

DETAILS
#NoLabels

PLACE

Virtual: Zoom digital platform
Physical: participants' homes / offices

Can be also performed as live event

PEOPLE

Facilitators – two (2)
Participants – up to fifteen (15)

Participants' number is limited as the workshop is highly interactive & participatory

DURATION

Two (2) interactive sessions
One (1) break in between

Overall time is about 3h (can be shorter depending on the group)



THANK YOU



THE WORK IT OUT PARTNERS

