

DIVERSITY FRESCO

Striving for a more
inclusive environment ?



The Experience

Experiment the cognitive mechanisms at work when it comes to discrimination and open up the discussion on sensitive and essential subjects, within an explicit brave space. Participants will go through the workshop with their heads, hearts and bodies for an impactful moment to be remembered.

Key impacts

- Awareness of the cognitive mechanisms of discrimination at both individual and collective levels
- Shared understanding of diversity and inclusion
- Improving capacity for dialogue on the subject of discrimination

Principle

5 rounds, with each round starting with a impactful activity introducing the main notion of the following round of cards. At the end, the cards form a large mind map of the key dimensions of diversity and discrimination. Statistics and studies are shared to illustrate the reality of discriminations.



THE DIVERSITY FRESCO

in partnership with
ESSEC BUSINESS SCHOOL OF PARIS



8 to 16 per facilitator



3 hours



On line session possible

- 3h30 duration
- up to 10 participants per facilitator



Available in + 10 languages
incl. French, English, and German

Be trained as an animator

You have a strong experience
in facilitating collective
intelligence workshops on
sensitive subjects
and/or DEI issues ?



Join a worldwide
community of
facilitators !

DIVERSITY FRESCO Junior

Raising awareness of
discrimination issues
among 13-17 year olds?



The Experience

Inspired by the Diversity Fresco, its Junior version is aimed at teenagers to help them better understand what discrimination is and how to deal with it.

Key impacts

- Awareness of the cognitive mechanisms of discrimination at both individual and collective levels
- Shared understanding of diversity and inclusion
- Improving empathy and ability to react in a supporting way when witnessing a discrimination

Principle

Three playful activities alternating with the co-construction of a mural made up of twenty definition cards on the theme of discrimination.



THE DIVERSITY FRESCO

in partnership with
ESSEC BUSINESS SCHOOL OF PARIS



6 to 16 per facilitator



2 hours



In presence only



Available English and French
let us know if you have a specific need
in an other language !

Be trained as an animator

DIVERSITY FRESCO Junior
will available soon under a
creative common licence.



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FIRST STEP

Realizing that we have more in common than we have differences?



The Experience

Experience a powerful, moving moment of connection to yourself and others, through a single, simple body movement and the mass effect of the group.

Key impacts

- Awareness that beyond the prejudices that lead us to exclude, we have much more in common
- Greater sense of belonging

Principle

Each participant, starting from a specific space of belonging, positions themselves in the space to express their identification or non-identification with a series of statements.

The experience is then debriefed in small groups in a variety of formats.



40 to 100 per facilitator



1,5 hours



In presence only



Available English and French
let us know if you have a specific need
in an other language !

Be trained as an animator

There is no training available... for now !
Let us know if you want to be kept
informed about that.

MISSION COOPERATION

Strengthening
cooperative reflexes?



The Experience

On an annual seminar on Paradise Island, your team is surprised by an earthquake. Take up the challenges of cooperation in a friendly atmosphere to rebuild the bridge that will enable you and the islanders to reach the mainland before the aftershock!

Key impacts

- Experiencing the brakes and gas pedals of cooperation and complementarity of strengths
- Improving team fluidity and agility

Principle

Together, participants take on 6 key cooperation challenges by playing as one of the game's characters. Each challenge is debriefed and additional sourced informations and statistic are shared with the participants.



6 to 12 per facilitator

Adaptable to large and very large groups



3 hours to 2 days

Choosing a given format
according to your needs



On line session possible

- 3h30 duration for the shortest version
- up to 6 participants per facilitator



Available English and French

let us know if you have a specific need
in an other language !

Be trained as an animator

You are looking for a smart
and impactful tool to bring
value to your clients ?



**Get trained and
go for it !**

MAKING-OF

Are you suffering from acute reunionitis?



The Experience

Take on the role of a film team and experiment with different meeting formats to identify the key conditions for a meaningful meeting in which everyone contributes effectively.

Key impacts

- Reinforced psychological safety at work
- Key knowledges about the characteristics and conditions for success of the 4 main meeting modes

Principle

Making-of is a collective experience, guided by facilitators, designed to recognize, structure, and strengthen the everyday actions that make your team a united and high-performing group.

Participants explore the world of filmmaking to experience the four types of meetings that are essential to the life of any team.



7 to 14 per facilitator

Adaptable to large and very large groups



3 hours to 2 days

Choosing a given format
according to your needs



In presence only



Available in French and English

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in an other language !

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MISSION QWL

Identify the most effective tools for improving quality of working life ?



The Experience

Play as a team with the 42 tools that reinforce QWL and their impact on 5 key organizational indicators: social climate, presenteeism, performance, innovation and employer brand.

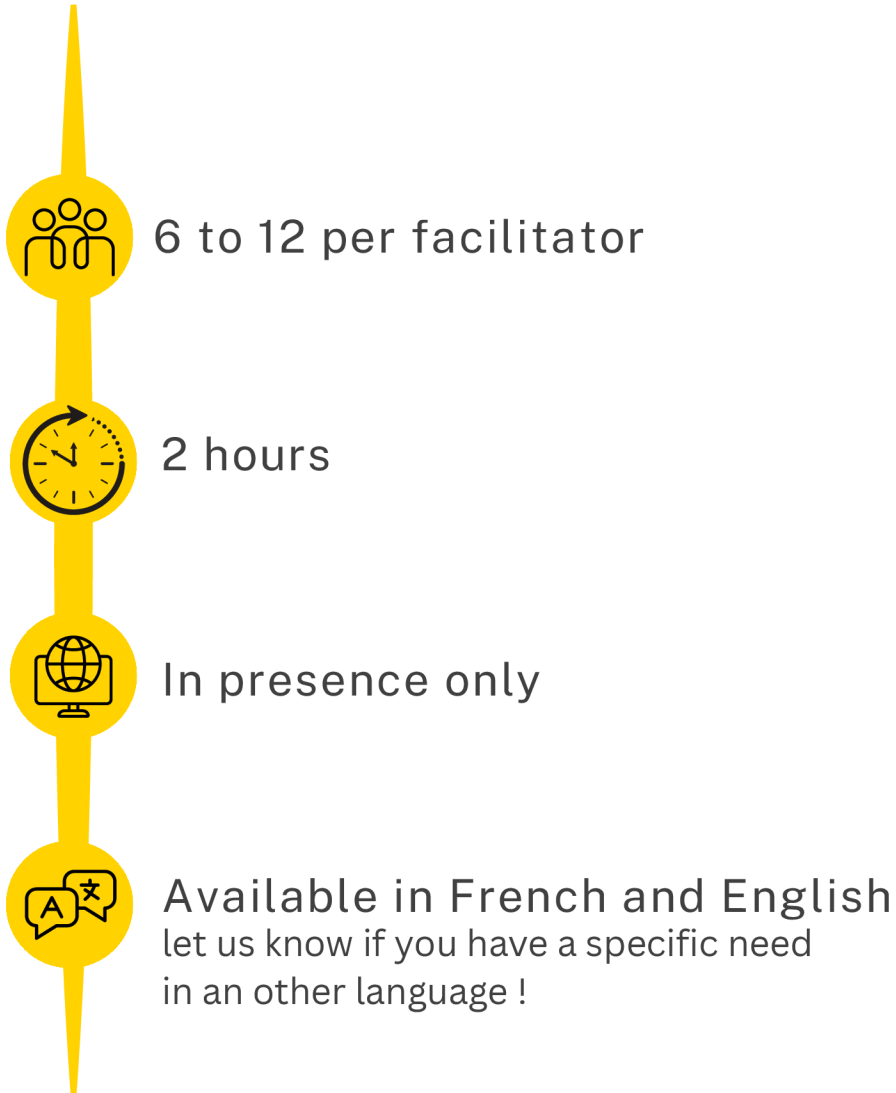
Key impacts

- An actionable toolbox for QWL action
- Understanding the impact of these tools on 5 key indicators of company management (Employer Brand, Absenteeism, Performance, Innovation and Social Climate)
- Distinguishing the relevance of tools according to company context

Principle

Participants have 5 rounds to convince Securebat CEO to invest in QWL.

In each round, they choose the most relevant actions to improve one of the key indicator described above.



Be trained as an animator

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SEEN & RECOGNIZED

Valuing team
commitment?



The Experience

Discover the extent to which giving flows through all organizations, and how its recognition can transform them.

Key impacts

- Discovering the 4 stages of the “giving-reciprocating” cycle
- Experiencing the emotions linked to the proper functioning of the giving cycle
- Understanding the obstacles & benefits to expressing gratitude

Principle

Embark on a personal and collective journey through the cycle of giving and become aware of your emotions, obstacles and associated beliefs.

Each step is debriefed and augmented with academic sources contributed by the Chair “Don au Travail” at Nantes University, our partner for this unique and engaging format.



6 to 20 per facilitator



3 hours



In presence only



Available in French and English
let us know if you have a specific need
in an other language !

Be trained as an animator

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informed about that.

WAY NO WAY

Open the discussion on
new initiatives?



The Experience

Ask yourself if you would be up for it or not, and guess how many would dare... before debating it!

Key impacts

- Making known existing initiatives
- Promoting discussion on the feasibility of inspiring practices
- Encouraging commitment

Principle

For each initiative, players place either a WAY or a NO WAY card face-down, then place a bet on the number of players who chose WAY. The cards are turned over to compare the bets with the players' choices and win points as a team if they match! The players' initiatives and choices are then debriefed as a group.

YA MOYEN



6 to 15 per facilitator

Adaptable to large and very large groups



45 minutes to 1,5 hours

Choosing a given format
according to your needs



On line session possible



Available in French and English

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PIZZA RUSH

Put your work organization to the test in record time ?



The Experience

Play the part of a new restaurant team on the day of the grand opening. Your goal: to work together to achieve the best possible sales figures and make the restaurant a success. Speed, organization and memory will be challenged in a fast-paced atmosphere!

Key impacts

- Experiment with the limits of certain ways of organizing work
- Raise awareness of the importance of setting an explicit, clear framework for work (individual tasks, effective communication, etc.).

Principle

The game is played in 3 short rounds, with various organizational constraints to spice things up! Each round is debriefed after the score has been tallied, enabling parallels to be drawn between the game experience and the reality of the working world.



6 to 20 per facilitator

Adaptable to large and very large groups



45 minutes to 1,5 hours

Choosing a given format
according to your needs



In presence only



**Available in French, English,
German, Italian and Spanish.**

let us know if you have a specific need
in an other language !

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