



Inclusion Escape Rooms

INCLUSION

COMPROMISED

Live Virtual Experience

Inclusion Escape Room

Our Inclusion Escape Room is a dramatic, high-pressure, collaborative experience that doesn't just talk about inclusive practice, it requires your teams to demonstrate it.

Featuring original puzzles, cryptic clues and microlearning opportunities, this live virtual experience blows wide open **the business case for inclusion**. Working in teams of 3-7 people, it's a race against time to discover what is really meant by inclusion - and how bias, power and privilege in the workplace can work against it.

During the 35 minute escape activity, participants will unlock the tools to learn how to **'Like More People'** and drive business success, explore together the key themes identified in the Escape Room, before coming back together in a reflective exercise where they explore their own demonstrated 'inclusive' behaviours during the task.

What do clients say about the Inclusion Escape Rooms?

'The story and narrative are incredible. It all flowed so well, and felt so realistic with the videos and your acting, I really thought for a moment that Amazon had been hacked – so immersive.'

'I cannot even begin to fathom how you managed to create something so complex – it's such a great idea, I just wish we had thought of it – plus, using articulate, the tech experience is so well thought out and flawless – hats off, my skills don't even come close.'

'What an innovative way to not only highlight diversity, but to have us even recognise our own learning styles and cognitive preferences.'

'Loved the follow-on workshop. The science bit was great and the messages sharp, clear and poignant.'

Escape Rooms with an Inclusion Twist

The Escape Room is an immersive experience where teams of participants will kick start their inclusion journey. Through theory driven content your people will discover what it means to be inclusive, the business impact of creating an inclusive environment and practical tactics to actually make the change happen. Little do they know, the escape room will also put their natural behaviours and biases to test, creating an environment where resorting to them will mean failure.

Once your people have successfully cracked the code it's time for the debrief. Remaining in their teams, the groups work together to unlock the key concepts covered in the 'room'. It's time to be brave here as the group will discuss not just the statistics but also hard topics like privilege and bias. Returning to plenary, our inclusion experts will encourage a short debrief on behaviours including any 'lightbulb' moments they observed during the game. Towards the end of the session, participants will act on all they have learnt and commit to up to three personal actions to change their own behaviour and shape the employee experience within their company.

Inclusion Escape Room Outcomes (90 - 120 mins):

By the end of the escape room experience, participants will be able to:

- Reference facts and data relating to inclusion both within and outside of their organisation
- Articulate own micro-behaviours or biases impacting working performance
- Debate the impact of privilege and unwritten rules within the workplace
- Identify activities to enhance own inclusive behaviour
- Understand the importance of learning to 'Like more people' - and the impact upon inclusion

The Detail

How long does an Escape Room experience last?

We recommend sessions of between 90 and 210 mins.

What level of learner is this aimed at?

This session can be pitched at all levels – from your **front-line individual contributors** through to the **senior leadership team**. Intact teams can use it as a team building activity. The programme stands alone as a great inclusion learning piece or as part of a wider curriculum. We can run workshops across multiple time zones simultaneously.

How many participants can the escape room experience cater for per session?

In a live virtual environment we can cater for any number of participants – ask us about the conference version. To create a deep workshop experience we recommend no more than 25.

How will participants learn about the theory/research around inclusion?

The escape room scenario is built around inclusion-based research with the option to tailor with stats from within the client's own company or wider industry. As part of the escape, teams will be required to record at least one key learning point from what they have learnt from the research presented in the escape tasks - these may be repurposed for use in embedding learning at a later date.

How does this relate to inclusive practice within the business?

Again, the escape room's research and facts can be aligned to the client needs when purchased as a tailored or bespoke option. Irrespective of the purchase type, all post escape room activity will encourage open dialogue for participants to share their own experiences, consider inclusive behaviour and explore their company's unwritten rules.

About PDT Global

PDT Global is known for its refreshing and effective approaches to helping organisations the world over to create inclusive workplaces where everyone with the capability to excel can do so. We offer a variety of solutions from project advisory to focus groups, training sessions, conference pieces, embedding and inclusion input measurement approaches that work to ensure your diversity approach is truly effective.

We deliver using multiple platform approaches that span from in person facilitation to live virtual classrooms. Our digital design team create inspiring microlearning's and videos that ensure inclusion messages reach throughout your organisation – and are embedded regularly. All of this in multiple languages from Hindi to Spanish - from Japanese to Portuguese and many countries in between.

Our global coverage means our consultants can speak to the geographical and regional issues you may face – and where global teams are in play, to understand the interactions between them. Our client base extends through finance to manufacturing - from some of the largest tech companies in the world to some of the smallest investment managers, from specialist sporting leagues to professional services. Each sector is supported by a dedicated account manager who understands the issues you face and works alongside you and our inclusion consultants to craft the best solution for you.

From a basic unconscious bias two-hour solution for 10,000 people worldwide, inclusive behaviour roll outs for your people leaders to an intensive two-day leadership retreat for your executive team, we bring new challenge, fresh approaches and a keen eye on what works for your organisation specifically.

The approach that most significantly stands us apart from our competitors is our ability to continually review and consult with our clients to ensure that awareness is embedded with belief change that is translated into tangible behavioural change.

As companies recognise the value of inclusive teams to drive business results, they choose PDT resources to mentor them to success.

Our Clients:







PDT Global

Inclusion at Scale

PDT Global is renowned for its refreshing and effective approaches to helping organizations the world over to create inclusive workplaces, where everyone with the capability to excel can do so.

As companies recognize the value of collaborative teams, they choose to partner with PDT Global to mentor them to success.

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