

# Features and Benefits of



## FEATURES: *The Lobby* has...

Exercises designed to be highly interactive, allowing learners to respond in a variety of ways, while increasing their awareness of the impact of their choices.

Easy access for employees dispersed in field locations anywhere around the world at times convenient for them.

ProGroup's highly respected *Awareness Spectrum*©, which has helped thousands of learners recognize the need to be a Diversity Change Agent vs. an Avoider or Fighter.

Scenarios that focus on behaviors. Skill learning intensifies as the learner progresses through the program. Choose your own ending options to encourage Change Agent behaviors.

An easy to remember skill model that connects awareness and skills.

Ability to load on company intranet or host on an outside server.

Site license for multiple year usage.

## BENEFITS: Which means...

This is not a "tell" experience, but a discovery experience. As a result, the learning has greater impact and application. Learners are highly engaged in the learning process.

Provides consistent learning throughout the organization. Creates a common language for all employees.

As more employees become Change Agents, the culture will change.

The skills learned are transferable to the workplace.

Learners can remember what they learned and apply to their jobs.

Options available to make implementation easy.

Cost savings realized over a period of time.

## *additional features*

### FEATURES: *The Lobby* has...

Sharp, clear audio that provides instructions and drama that gives verbal cues to subtle aspects of diversity.

*(Note: "Audio loading" bar at the bottom of each screen helps the user know that the audio is not broken, but will take a second to come up.)*

Downloadable job aid of the A-C-T skill model for printing to serve as a reminder.

Two, 45-minute modules that allow for a break in between.

**Customization** is available for an additional charge — company logo, president's message, case studies, link to a diversity page, etc.

### BENEFITS: Which means...

Learning is enhanced, appealing to multiple forms of information transfer... seeing, hearing, and doing.

Reinforces the learning.

Less dedicated time required. The program can be more flexible around shifts or other job requirements.

Eliminates the denial factor that this doesn't happen in your location. Makes learning examples more realistic.