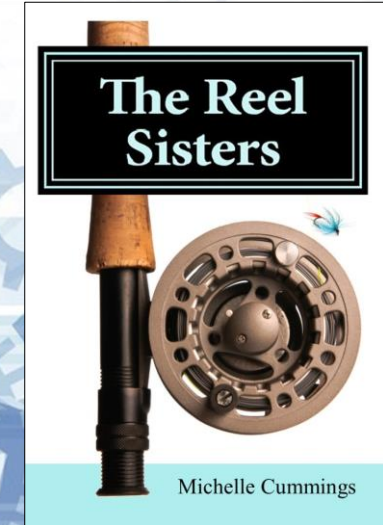
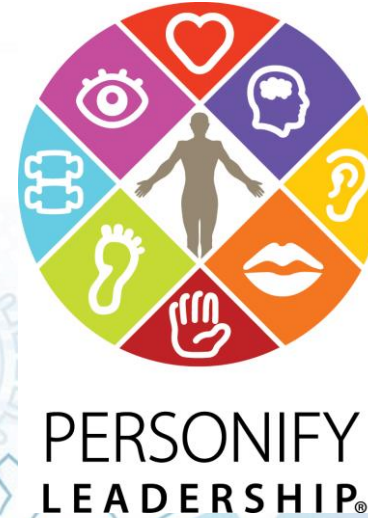




A NEW KIND OF DIVERSITY



Experiential Activities that Support Organizational
Culture and Generational Diversity



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www.TheReelSisters.com

**Remember
Tip #1?**



Connection Before Content





COMFORT ZONE ACTIVITY – CONNECTION ACTIVITY

- Have You Ever?
- Various Levels of Risk
- Choose to Stand if they apply to you
- Stand for 3 seconds, then sit back down



CARABINERS ARE MOST VULNERABLE WHEN THEY ARE OPEN

(Coincidentally, so
are people.)

I EAT SUSHI





I HAVE CLIMBED A MOUNTAIN



I LOVE SOMEONE



I ENJOY DIFFUSING
CONFLICTS

I AM AFRAID OF SPIDERS



I ENJOY
CONNECTING
WITH OTHERS



I LOVE ROUTINE

I HAVE EXPERIENCED BURNOUT

THIS IS MY FIRST IMC

CARING ADULTS INFLUENCED ME AS A CHILD



**I HAVE LIVED
OUT OF MY CAR**



I LIKE CHOCOLATE



I WOULD CRY IF I
LOST MY PHONE



I'M A HUGGER

I'M NOT A
HUGGER



I HAVE LIED

(get up)



I ENJOY POLITICS

I LOVE COFFEE
MORE THAN I
SHOULD

I HAVE IGNORED
THOSE CLOSEST
TO ME BECAUSE
OF WORK

**I HAVE WEPT AT
A LOVED ONE'S
FUNERAL**

I HAVE LED VIRTUAL
MEETINGS IN MY
PAJAMA PANTS



**I HAVE LEARNED
AT LEAST 10 NEW
IDEAS THIS WEEK**



Music credits: Kolars “One More Thrill”





MAXWELL LEADERSHIP 

A NEW KIND OF
DIVERSITY:
BUILDERS
1929-1945

REMEMBER:
Have fun, enjoy the conversation and embrace the diversity of
perspectives and knowledge present in the group!

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MAXWELL LEADERSHIP 

A NEW KIND OF
DIVERSITY:
BOOMER
1946-1964

REMEMBER:
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perspectives and knowledge present in the group!

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MAXWELL LEADERSHIP 

A NEW KIND OF
DIVERSITY:
GEN X (BUSTER)
1965-1982

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MAXWELL LEADERSHIP 

A NEW KIND OF
DIVERSITY:
GEN Y (MILLENNIAL)
1983-2000

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MAXWELL LEADERSHIP 

A NEW KIND OF
DIVERSITY:
GEN Z (HOMELANDER)
2001-2018

REMEMBER:
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perspectives and knowledge present in the group!

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A NEW KIND OF
DIVERSITY:
BUILDERS

1929-1945

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A NEW KIND OF
DIVERSITY: BUILDERS

- What technological invention or advancement do you think has had the most significant impact on society during your lifetime?
- What were some of the most common values and beliefs instilled in you by your parents or guardians when you were growing up?





A NEW KIND OF
DIVERSITY:
BOOMER

1946-1964

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A NEW KIND OF
DIVERSITY: **BOOMER**

- How did you handle travel arrangements before the internet and online booking sites?
- What's a piece of advice you received from your parents that still sticks with you today?





A NEW KIND OF
DIVERSITY:
GEN X (BUSTER)

1965-1982

REMEMBER:

Have fun, enjoy the conversation and embrace the diversity of perspectives and knowledge present in the group!

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A NEW KIND OF
DIVERSITY: **GEN X (BUSTER)**

- How did you stay connected with friends and family before the age of smartphones and social media?
- What's one significant historical event you witnessed during your early adulthood that shaped your worldview?





A NEW KIND OF
DIVERSITY:
GEN Y (MILLENNIAL)

1983-2000

REMEMBER:

Have fun, enjoy the conversation and embrace the diversity of perspectives and knowledge present in the group!

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A NEW KIND OF
DIVERSITY: GEN Y (MILLENNIAL)

- What was your favorite childhood toy or game that today's kids might not be familiar with?
- How do you think growing up during the rise of technology has influenced your social skills?





A NEW KIND OF
DIVERSITY:
GEN Z (HOMELANDER)

2001-2018

REMEMBER:

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A NEW KIND OF
DIVERSITY: **GEN Z (HOMELANDER)**

- If you could travel back in time to experience a historical event, which one would you choose and why?
- If you could bring back one canceled or discontinued TV show, which one would it be and why?





A NEW KIND OF
DIVERSITY:
INTERGENERATIONAL

REMEMBER:

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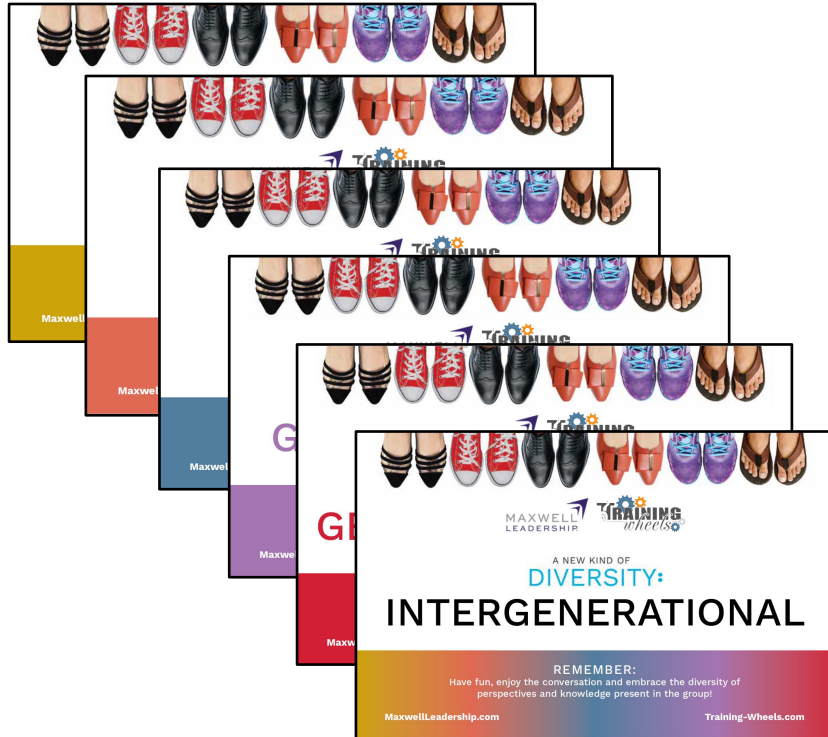


A NEW KIND OF
DIVERSITY: **INTERGENERATIONAL**

- How can different generations work together to address environmental challenges and create a sustainable future?
- How do you think societal values and norms have changed between your generation and the one that came before/after you?



CONNECTION BEFORE CONTENT – QUESTION EXCHANGE



- Everyone receives one card from each generation
- Find a Partner. Identify what generation they are from, and which question they would like to answer. Ask & Answer, Repeat! (or use Intergenerational)
- Trade cards each time so you have new questions to ask & answer with your next partner

Remember Tip #2?

Make
Learning
Intentional,
Interactive,
and Fun





Instructions

- * Have the participants stand in the middle of the room with at least an arm's length away from other participants. Stand at the front of the room facing the participants
- * Ensure you are in a place where everyone will be able to see you and hear you, this is very important.
- * Simon will give commands, only follow the commands if the statement is prefaced by '*Simon Says...*' Ensure that everyone understands this basic principle. Explain the new rules.
- * New Rule #1: No one is out, if you make a mistake just give yourself a point. Everyone will keep track of their own points in their head. Flinching counts as a point.
- * New Rule #2: The game begins when you say, "The game of Simon Says has officially begun." and ends when you say, "The game of Simon Says is officially over." The game will continue the entire time between those two statements. This is a very important rule to remember.
- * Before you start the game, demonstrate the commands/positions you will do in the game, like put your left hand up, etc.



Phase 1

- ✱ No big tricks, allow them to succeed
- ✱ Go Slow
- ✱ Be an Encouraging Simon
- ✱ Follow a pattern with every other command until you get comfortable as Simon



Distraction Phase #1

- * Relax your Position
- * Create a casual dialog
- * “Let’s do a quick check in...
Raise your hand if you still have
zero points! ...Not anymore!”
- * “Let’s see if anyone caught that, raise your hand if
you STILL have zero points! Nicely done! Go
ahead and put your hand down.... Simon Says go
ahead an put your hand down...



Phase 2

- ✱ Warn them it will be hard
- ✱ Throw your first 'double trick' on the seventh command
- ✱ Follow a pattern until it becomes more natural



Phase 2

*Use a cheat sheet if you need it!

BHU, SSBHU, BHD, SSBHD, RHU,
SSRHU, RHD, SS RHD, LHU, ~~SSLHU~~,
Deep Breath
BHU, SSBHU, BHD, SSBHD, RHU,
SSRHU, RHD, (SSRHU), SSRHD,
LHU, (SSLHD), ~~SSLHU~~, SSLHU
LHD, (SSLHU), SSLHD, BHU,
(SSBHD), SSBHU, BHD, (SSBHU)
SSBHD. "OK I'll quit torturing you,
Shake it out... SS Shake it out"

Distraction Phase #2

- ✳️ “OK, I’ll quit torturing you...
Go ahead and shake it out...
Simon Says go ahead and Shake it out...”
- ✳️ “It’s really hard to follow a leader whose actions don’t match their words...”
- ✳️ Relax your Position
- ✳️ Create a casual dialog
- ✳️ Deep breath before moving into Phase 3



Phase 3

- ✱ More of a 'fun' phase
- ✱ "Simon Says clapping position! Clap once! Simon Says Clap once."
- ✱ "Simon Says clap continuously... stop, oh stop! Simon says stop... That's just fun for Simon..."
- ✱ "Simon says pat yourself on the back for a job well done, the game of Simon Says is officially over!"



Phase 3

*Use a cheat sheet if you need it!

Phase 3

DEEP BREATH

↓ BHD, SSBHD, BHD, SSBHD

SSCP, C1, SSC1, C2, SSC2

BHD, SSBHD, RHU, SSRHU, RHD,

SSRHD, SSCP, C1, SSC1, C2,

SSC2, SSCC "Stop, or Stop", SSC1, C2

SSC2, SSC1, C2, SSC2, BHD,

SSBHD, SSRHU, SSPMB, G.O.

Debriefing Points

- * What did you like about this version compared to the old version?
- * Did any of you make a mistake because someone near you flinched?
- * Did you find yourself on the mistake rollercoaster?
- * How many of you changed the way you followed me in Phase 2? Why?
- * How does this relate back to the real world?
- * How does this support the 4D Culture model?



Remember Tip #3?

Have a
relatable
hook



MEMORY TEST

- ✱ Dream and Pillow?
 - First and Last
- ✱ Night?
 - Repetition Effect
- ✱ Artichoke?
 - Surprise Effect
- ✱ Bed?
 - False-memory Effect



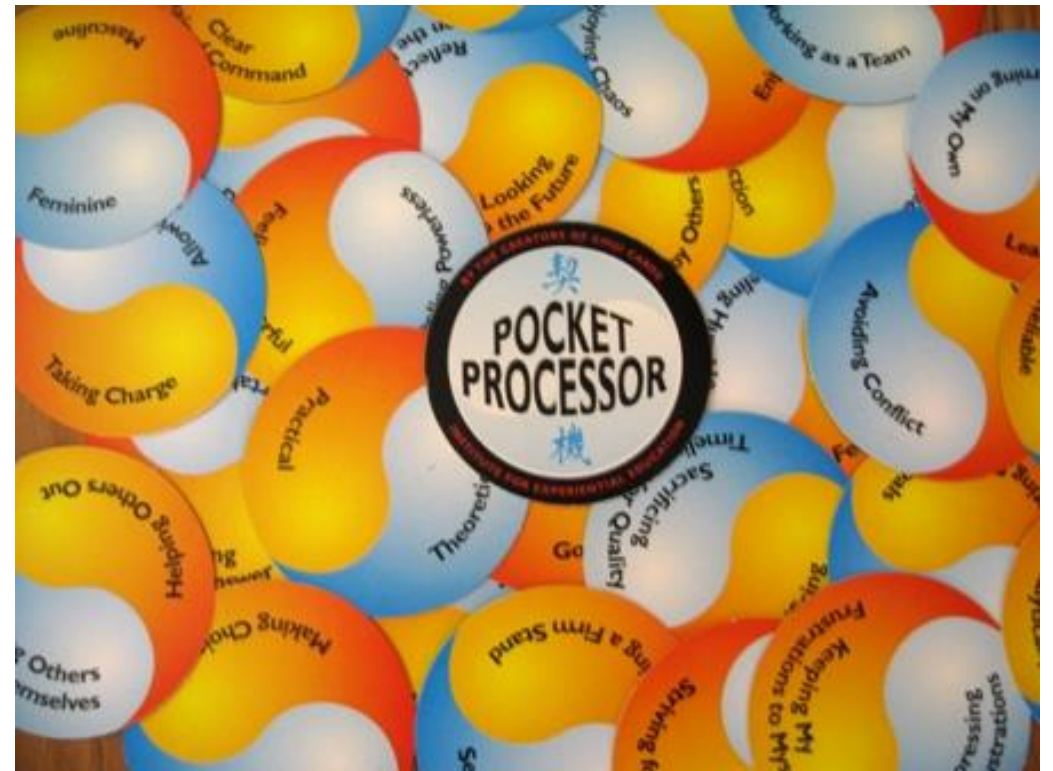
POCKET PROCESSOR – HUMAN CONTINUUM ACTIVITY

- * Place tape or rope down the center of the room
- * Read off the two categories
- * Vote with your feet



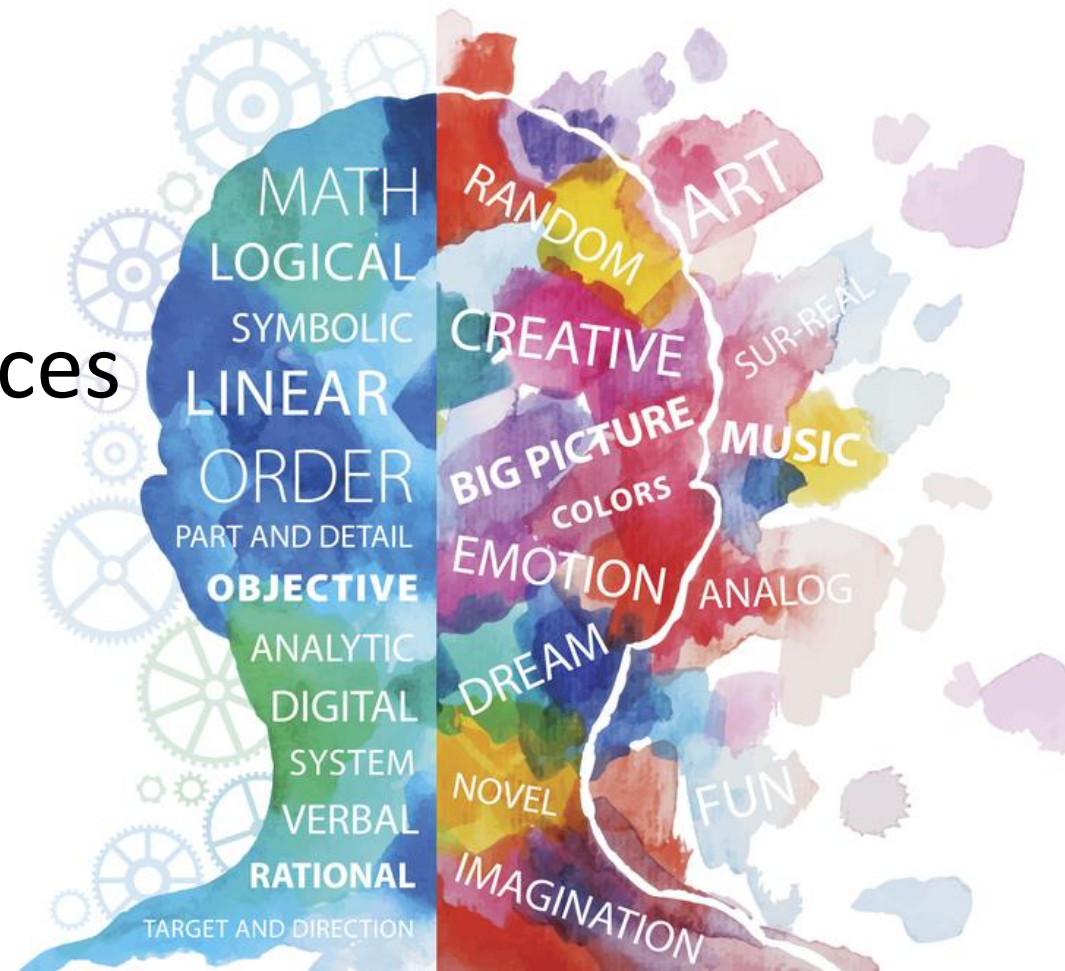
UNDERSTANDING BEHAVIOR PREFERENCES ~ HUMAN CONTINUUM

- * Human Continuum
- * Helps participants visibly see differences in behavior preferences
- * Goal Setting Activity



Understanding Behavior Preferences


- * We all have different behavior preferences
- * Gives visualization to the differences in behavior preferences
- * Left Brain vs Right Brain
- * Professional Assessments
- * Self awareness
- * Right vs. Wrong



Remember Tip #4?

Provide Opportunities for
Self-Awareness & Perspective



A decorative border of playing card symbols (hearts, diamonds, clubs, and spades) in red and black, scattered around the text.

Please join me
at the back of
the room and
form a circle

Pokerface

- ✳️ What behaviors were demonstrated towards you?
- ✳️ Once you figured out what card you had, did it influence the way you played the game?



Table Top Bridge

- ✳️ Create a bridge structure that has four points of contact with the table.
- ✳️ You must use all of the pieces



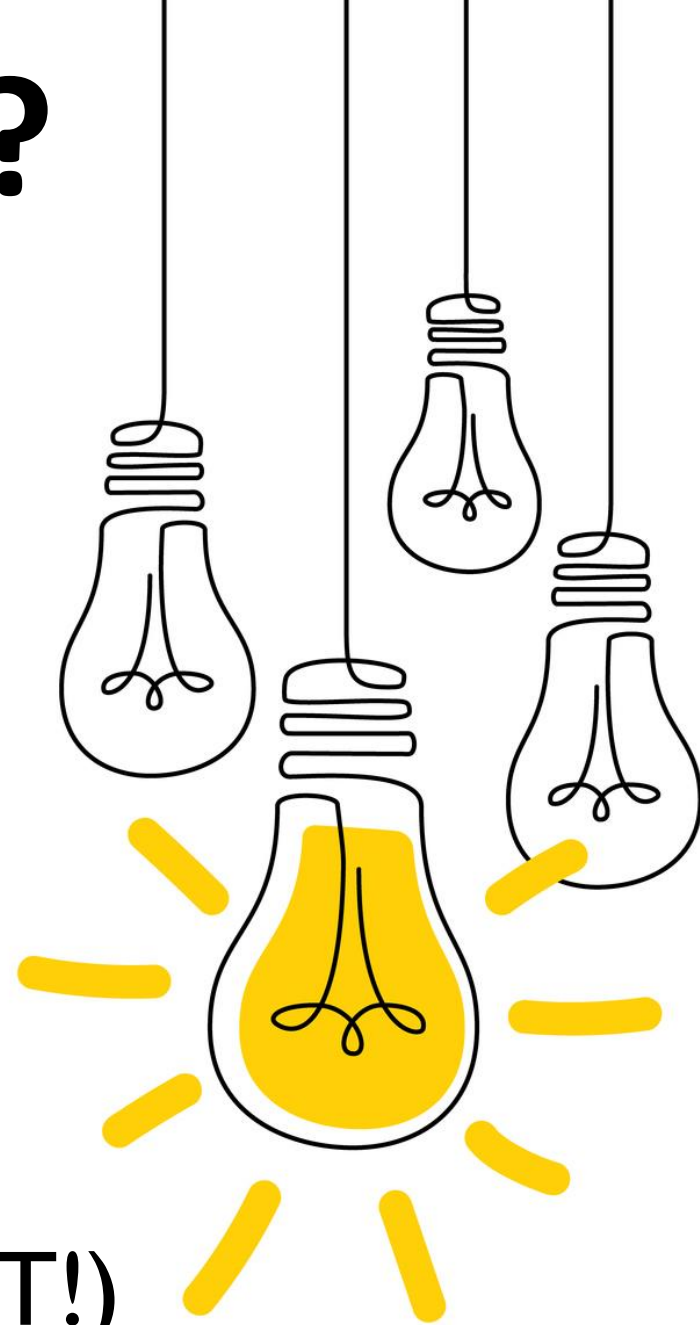
Remember Tip #5?

Reflect

Reflect

Reflect

(Did I mention Reflect? REFLECT!)





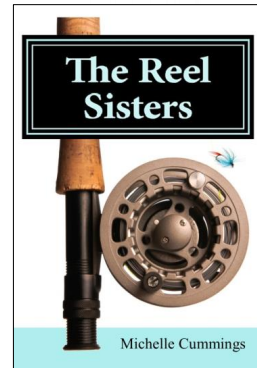
METAPHOR CARD ACTIVITY

METAPHOR CARDS

* Metaphor Cards

- Select a Card that metaphorically matches a learning from this session
- Strength Participant Brings
- Use Same Deck for different themes (4D Culture or NKOD)
- Easy to Create





PERSONIFY
LEADERSHIP®

Scan for Handouts



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