

GRIGGS PRODUCTIONS

**Leading with Relationship
Technology To Maximize
Human Potential**

No
Potential
Lost

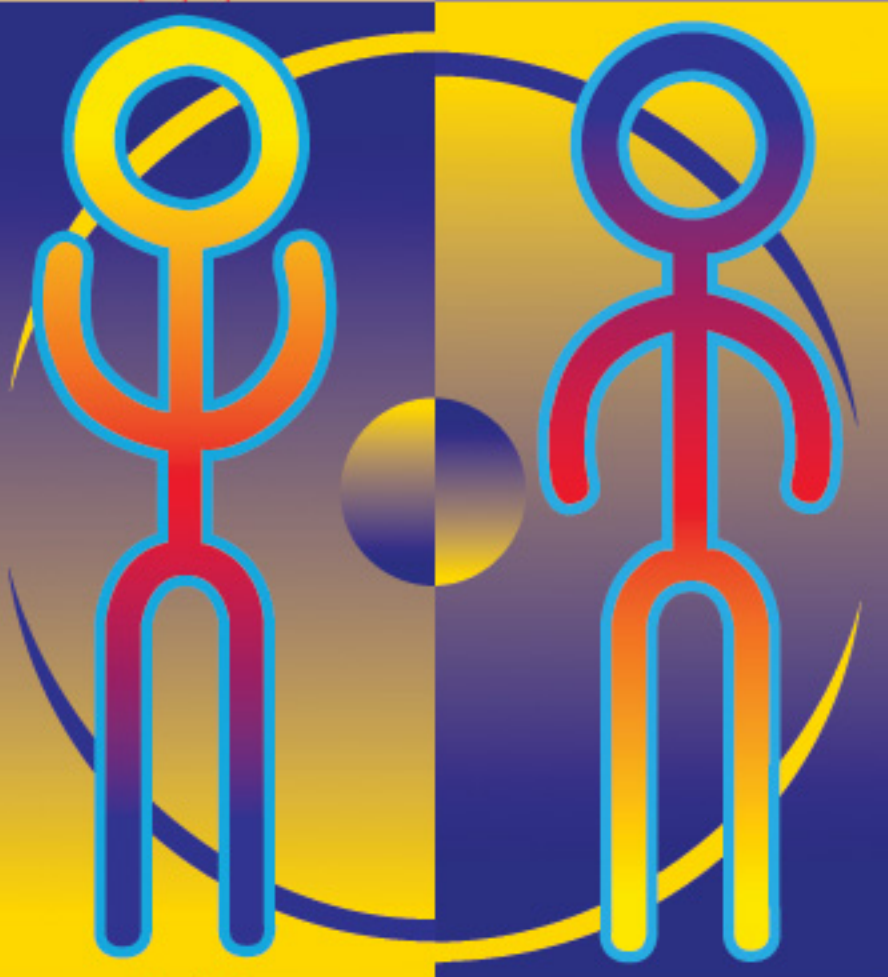
Human
ENERGY AT WORK

VALUING
relationship

VALUING
DIVERSITY

**Diversity • Relationship • Culture
Award-Winning Strategies
Since 1983**

Going
International



Award-Winning Materials



No Potential Lost[®] CD-ROM Series

"Belongs in the same category of excellence as the Tarragon and Harvard Business school programs"

- Training Media Review

- 4 disc multimedia journey
- 100+ Interactive activities
- For group and individual learning
- Improve customer and workplace relations, creativity and teamwork
- Prevent costly losses-stop ignorance, discrimination, stereotyping, sexism, and racism
- Tracking capabilities, captioning, printable resources, electronic notepad for feedback, and much more...



Personal Effectiveness



- Create personal responsibility for behavior
- Interact with 'real-life' video stories to increase sensitivity, awareness and skills

Interpersonal Effectiveness



- Enhance teamwork, conflict management, customer relations and trust-building
- Profile team performance and take mutual responsibility for change

Organizational Effectiveness



- Examine systemic diversity challenges that spiral through a virtual organization: environment, skills, participation, change
- Assess video case studies; make changes and see the consequences

The Potential Is Yours[®]



- Introductory course for entry-level users
- Increase sensitivity to attitudes and behaviors that affect performance
- 3 sections, One disk; Personal, Interpersonal, Organizational

"This multilayered material can stand on its own or complement existing learning interventions."

-Executive Producer

Human Energy At Work[®] DVD & VHS Series

"Excellent! The Human Energy at Work[®] series is current, relevant, and genuine. The material is realistic, the characters believable. This high quality production is neither industry nor time bound."

- Journal Communications, Inc.

This award winning video series with comprehensive guides focuses on critical aspects of performance.

The Bottom Line

- Learn why relating across individual and cultural differences is a business opportunity
- We ask leading organizations strategic questions about directions for change

Relating Across Differences

- Discover 6 principles of building effective work relationships and learn authentic communication skills
- Critically examine 9 video moments that can make or break performance during the 4 phases of a business relationship

Conflict as Opportunity

- Learn from 7 moments of conflict: to stop hostile cycles, polarization and suppression of conflict
- See conflict as a signal for change and as an opportunity for co-creation across individual and group differences

Teams in Motion

- Learn skills from this dramatic video case study with 21 critical moments of a diverse team struggling to perform
- Manage diversity, relationship and cultural dynamics during the 4 phase process of team development

Global Contrasts

- Learn from 9 current organizational dramas how to manage your global workplace
- Learn 2 survival principles: how to manage cultural contrasts and how to build relationships at each of the 4 phases of global work relationships

Sexual Dynamics

- Today's team-oriented workplace demands intimacy and close relationships without sexualization
- Use 7 real work dramas to increase sensitivity about sexual dynamics in the diverse organization
- Prevent hostile work environments and sexual harassment
- Transform interpersonal energy into higher performances

See **Sexual Harassment Prevention Process**

Multimedia, Video & Guides

VALUING relationship[®] DVD & VHS Series

"Relationship has always been important, but it needs to be approached as an organizational strategy....consciously identified and pursued."

- Procter & Gamble

- Relationship *is* the tool to enhance synergy and performance
- Success requires a balance between task and relationship
- Learn from **21** video dramas in this series
- Effectively manage downsizing, mergers, diversity & teamwork
- Deal with problems that come with change: insecurity, mistrust, racism, fear, collusion, exclusion

Personal Patterns

- Take personal responsibility for masking, stereotyping and your own style of relating: win-lose, lose-lose, win-win
- Use critical video moments to examine personal responses such as age bias, sexual orientation, and physical challenge

Interpersonal Synergy

- Accept mutual responsibility for building synergistic relationships: co-worker, team, customer, supervisor and employee
- Learn skills to enhance teamwork, trust, constructive feedback, and participation
- Decrease depleting patterns: control, manipulation, competition, lying, and racism

Organizational Energy

- Sensitize employees as to how constructive and destructive patterns spiral throughout an organization
- Leaders and employees role-model behaviors & relationship patterns that enhance performance and productivity

VALUING DIVERSITY[®] DVD & VHS Series

"An essential tool for any company interested in turning its diverse work force into a competitive advantage."

- Hewlett Packard

Managing Differences

- Help managers empower and develop a diverse work force
- Use **4** critical dramas to learn about: exclusion, stereotyping, glass ceiling, assumptions, cultural differences...

Diversity at Work

- Learn skills in **4** workplace scenes to manage career development issues
- Encourages employees to be authentic and avoid masking



Communicating Across Cultures

- **12** issues impact communication: conventions, styles, accents, candor, phrasing, language, objectivity, bias, simplicity, hot buttons, and culture

You Make the Difference

- **5** dramas deal with assumptions, attitudes, sabotage, stereotyping, differences
- Help line employees accept people who are different

Supervising Differences

- Learn the skills in **5** scenes to supervise a diverse work force: conflict, climate, new employees, coaching, assumptions...

Champions of Diversity

- Experts build the case for diversity as a business survival issue.

Profiles in Change

- Executives advise how to change and increase productivity by valuing diversity.

Going International[®] DVD & VHS Series

"Fascinating and very important."

- Diane Sawyer/ CBS Morning News

Bridging the Culture Gap

- Contrasts diverse cultures of the world and examines taboos and accepted standards

Managing The Overseas Assignment

- Video dramas illustrate cross-cultural misunderstandings and give guidelines

Beyond Culture Shock

- Prepares expatriates and families for phases of culture shock and adjustment

Welcome Home, Stranger

- International families share repatriation experiences, an often overlooked aspect of the overseas assignment

Working in the USA

- Employees from other cultures share their experiences working in the U.S.

Living in the USA

- Families discuss relocation, culture shock, cultural and regional diversity, and realities of everyday life in the U.S.

Going International-Safely

- Sensitizes travellers to dangers and shows how to reduce risk. Offers emergency advice



"Professionally produced, beautifully edited...shows me I must do my homework before entering another culture."

- University of S. California

Learning Systems & Services

Valuing Diversity® Training System

"And what a tool to educate senior management and change agents about the complexity of the diversity challenge and process....an excellent training design!"

- "Cultural Diversity at Work"

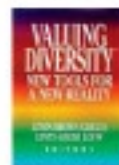
- **10** modules include: Challenges, Diversity Dimensions, Conflict, Communication, Teams, Systemic Change, Audits...
- Available on disks for adaptability



Sexual Harassment Prevention Process

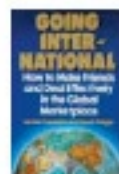
- **Part One:** needs analysis, strategy design, training & implementation
- **Part Two:** legal information, awareness training activities, & applications in the workplace

Books Valuing Diversity®



This book offers 'new tools for a new reality' from experienced consultants and clients grappling with diversity issues.

Going International®



"At last!....thorough, thoughtful and analytic; it offers practical how-to advice. I hope managements will use this book as a cornerstone for wholesale reassessment of our approach to doing business overseas."

-Tom Peters

We are Flexible...

We produce award-winning, affordable, and sustainable learning systems that meet your needs. Our approach is integrated, principle-driven and built upon over two decades of learning and technical expertise. Since 1983 we have been on the leading edge of Human Resources, Diversity Training, and Organizational Development.

Griggs Productions can provide for your specific needs:

- **Training**
- **Train-the-Trainer**
- **Customizable Training Tools**
- **Off-the-Shelf Tools**
- **DVDs**
- **VHS Videos (NTSC or PAL)**
- **CD-Rom Learning Programs**
- **Intranet and Internet E-Learning**



"....content rich. It doesn't (only) depend upon technological sizzle to impress the user, only to disappoint later with superficial learning."

-Training Media Review®

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GRIGGS
PRODUCTIONS

THE POTENTIAL IS YOURS

NEW

INTERNET & INTRANET DIVERSITY TRAINING PROGRAM



Award Winning
Interactive Format
Video Streaming
Tracking Capabilities
Pre and Post Testing
User Friendly

Designed by respected scholars, clinical psychologists, and organizational development and diversity experts
18 engaging interactive activities with streaming video, animation and text
Motivate employees to take responsibility for Personal, Interpersonal and Organizational effectiveness
Develop skills and apply problem solving techniques
Maximize potential and improve customer and employee relations
Can stand on its own or complement existing learning objectives
Easy set up and administration
Prevents costly losses at all levels



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