

The New Professional Edition of:



What is BaFá BaFá?

A highly involving simulation in which participants experience diversity through the metaphor of “living” in a multicultural environment.

Utilizing BaFá BaFá, the director helps participants look at their organization through a “different set of lenses.”

The experience enables participants to identify the practices, values, and attitudes that make it difficult for the organization to take full advantage of the diversity within its work force.

A post-simulation discussion/analysis helps participants understand the reasons behind the behavior they experienced and observed during the simulation. The experience creates a new awareness and appreciation of people from diverse backgrounds.

BaFá BaFá often serves as a metaphor for talking about diversity issues within the organization in a safe and constructive way.

How can BaFá BaFá be incorporated into your training?

- As a stand-alone experience to increase insight into diversity issues
- As an experiential module in a diversity workshop or training program
- As a diversity awareness training that identifies issues surrounding communication skills, sexual harassment, gender differences, effects of power, aging workforce, disabilities, cultural differences
- As a supplement to employee orientation programs, organizational development programs, or diversity task force programs.
- As a method for gaining buy-in and support for the goals of your company’s diversity efforts.
- As a module in a team building course
- As an important module in Americans With Disabilities Act programs
- As a way to prepare employees for an overseas assignment

What does BaFá BaFá offer?

- *Awareness* — participants become aware of how profoundly cultural differences can impact the behavior of people in an organization.
- *Insight* — participants gain insight into the way stereotypes are developed, barriers created, and misunderstandings magnified.
- *Dialogue* — participants are provided with a safe vehicle to discuss the ways cultural, physical and racial differences affect others as well as themselves.
- *Issues* — participants identify diversity issues within the organization that must be addressed.
- *Solutions* — participants create a plan for developing the potential of a diverse work force for the benefit of both the individual and the organization.

Participants develop a set of guidelines to help them work more effectively in a culturally diverse environment. In addition, participants take away an action plan for adapting to a work culture when he or she is the one who is different, and an action plan for coaching and working with people who are different.

- *Now available in Spanish and Portuguese.*

How many can participate?

Eighteen to 300.

How long is the training?

The simulation takes 1 1/2 hours. The discussion may take 1/2 hour to 4 hours depending on the goals of the training session.

For more information call:

858 450-3400



Simulation Training Systems
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