

Feedback

»**Dialogue in the Dark** is a wonderful place to touch managerial staff on a completely different level, to remove them from their usual behaviour patterns and take them right to the limits of their experience. This has had a lasting effect, and it has put subjects like communication, cooperation, and how to deal with change into a new perspective...«
(Director of Human Resources—SGS Group, Germany)

»The half-day training session for our European Junior Managers met even our highest expectations. Afterwards, the impressions and the exercises in the dark were discussed, giving our colleagues a chance to analyse their leadership skills from a completely new perspective...«
(Manager Personnel Development, Olympus Europe)

»I think it is something that every leader in the country – every person who is managing – should have to do.«
(Participant from Leadership Training, Dublin, Ireland)

»I've often talked about it as a fascinating way of becoming helpless and, by communicating with others and building trust, to get comfortable again.«
(Participant from the Meeting of the New Champions - World Economic Forum - Dalian, China)

»I would like to pay my respect to the trainers. Out of my 20 years of professional experience this was the best teambuilding event.«
(Participant from Allianz SE – Annual leadership summit, Munich, Germany)

»I learnt that we could still achieve things in a really, really helpless situation...It was still manageable.«
(Participant from Leadership Training, Hong Kong, China)

»I could give a course on emotional intelligence for a week and barely cover what was accomplished there in 1 1/2 hours.«
(Participant from Leadership Training, Dublin, Ireland)

Awards

- > 2009 Global Award Winner for »Best Innovative and Out-of-Comfort-Zone Event«
(**Dialogue in the Dark** and **Dialogue in Silence** workshops) by the YPO
- > 2009 Dragon Award Winner for »Business with Conscience«

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Our exhibitions and workshops

**DIALOGUE
IN THE
DARK**®
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**DIALOGUE
SOCIAL
ENTERPRISE**®
MOVING BEYOND DIFFERENCE

DIALOGUE TRAININGS

www.dialogue-se.com

»The most powerful, fascinating teambuilding event I have ever experienced. It has opened our eyes and minds.«

(Participant from Allianz SE – Annual leadership summit, Munich, Germany)

Profound in their impact on visitors and employees, the **Dialogue in the Dark** and **Dialogue in Silence** exhibitions travel worldwide, raising awareness about human diversity while empowering people with disabilities. To extend these benefits into the business community, we created a series of workshops and trainings based upon the exhibitions.

Dialogue in the Dark takes place in a pitch-black environment, and **Dialogue in Silence** in a soundless space. This forces participants to cope with the temporary loss of one sense, slowing them down, drawing them inward and getting them in touch with core values. Additionally, since every trainer lives with the actual loss of sight or hearing, the encounters foster authenticity, empathy and openness.

Dialogue Trainings activities provide innovative, powerful tools for human resources development. Long-lasting effects include better person-to-person interaction, improved social skills and enhanced emotional intelligence, which boost productivity, sales and employee retention.

Moving Beyond Sight

The sightless environment forces participants to deal with the sudden

withdrawal of a key sense: vision. As they rediscover other senses, they awaken to new aspects of personal power and perception. Listening and talking become vital because in this environment those who don't communicate cease to exist.

Workshop participants rely on blind or visually impaired instructors to guide them in complete darkness as they work out strategies to solve tasks together. They must make decisions with limited information. Through active listening, cooperation and trust they find the best solution under unpredictable circumstances. The participants have to dare, to share and to care.

Participants are then escorted out of the darkness. They reflect on their impressions, consider coping mechanisms and transfer the learning into their corporate framework and personal situation.

Moving Beyond Speech

Here participants are invited into a world without sound or speech. Temporary deprivation of their usual means of conversation makes people realise how they perceive communication. Freed from verbal limitations, they learn to hear in the silence and expand

their expressiveness, thereby communicating in a whole new way. Comprehension of self and of others is a natural consequence. Parts of the workshop are held in complete silence. Participants are equipped with headsets that block all sound. They must listen with their eyes and communicate visually.

Deaf and hearing impaired instructors share strategies for interaction and communication. The focus is less on how we express ourselves and more on how others understand us. This requires openness, empathy and concentration.

Moving Beyond Limitations

By entering worlds without sight or sound, we learn new abilities from those whom we've perceived to be disabled. As humanity shifts into an ever more globalized community, experiencing a reality we'd assumed to be limiting actually helps us break free of our own limitations.

This encounter brings us new values, skills and appreciation of those different from us. It fosters personal growth, greater effectiveness in the business context and increased awareness of human diversity.

Programs

We offer a variety of programs, which can be customized to specific needs and requirements.

The main topics of the workshop are: communication, leadership, teambuilding and diversity.

Target Group

- › Executives wishing to improve their emotional intelligence and enhance their leadership abilities
- › Teams working together under challenging circumstances
- › Managers and talents looking to enhance their social and managerial skills
- › People wanting to come together and share a totally new experience

Frame Work

- › **Number of participants:** 8 to 32 per workshop (multiple workshops can occur simultaneously)
- › **Duration:** 2 to 8 hours (can be customized to specific needs and requirements)
- › **Team:** Workshops are led by a team of blind or deaf trainers and an expert in human resource development.
- › **Venue:** Workshops can be held in an existing **Dialogue in the Dark** or **Dialogue in Silence** exhibition or in a specially prepared room at your selected meeting site: To conduct the workshop and debriefing, we need a room of about 150 to 180m² or 2 rooms of 100m² and 80m².