



**Village of 100, 4th Edition
Facilitator's Guide**

Training With Village of 100, 3rd Edition

Village of 100 is an incredibly powerful program that offers viewers a unique perspective of the world and of themselves. This moving and thought-provoking program can be used in several ways to introduce and discuss issues such as tolerance and understanding, among other topics. Following are several short suggested training uses for *Village of 100*.

ABOUT THE ACTIVITY SHEET AND POWERPOINT PRESENTATION:

The included Activity Sheet and PowerPoint Presentation are great tools to use as a pre- and post-viewing assessment and discussion prompt. The Presentation and Activity Sheet should be used before viewing the program, without discussion. After viewing the program, viewers and facilitator can compare their initial estimates and then compare them to the master results. Why and how viewers decided on their estimates provide further points of discussion.

SUGGESTED TRAINING USES FOR VILLAGE OF 100, 3RD EDITION

DIVERSITY IN THE WORKPLACE:

Diversity awareness is a serious issue, and *Village of 100* offers an amazing glimpse into the true diversity of the world, and becomes a metaphor for the population of our own workplaces. Imagine the possibilities for discussion about promoting an inclusive workplace.

TOLERANCE AND UNDERSTANDING:

Tolerance and understanding are extremely important in today's workplace, and *Village of 100* shows clearly that as both humans and coworkers, we must encourage and practice tolerance and understanding when we encounter differences. It teaches us to be more open-minded about how others may differ from ourselves.

EMPLOYEE ORIENTATION:

This program is a great way to introduce new employees to the ideas of *Village of 100*. It is a very useful tool to introduce new employees to diversity, tolerance, and understanding. Use it to open channels of communication and create a welcoming team spirit. Many new employees will be interacting with people with different cultural and ethnic backgrounds, some perhaps for the first time. *Village* is a wonderful introduction to that diversity.

CUSTOMER SERVICE AND UNDERSTANDING YOUR CUSTOMER:

Today, we deal with people from many different cultures. *Village of 100* is a perfect way to introduce tolerance, diversity, and the importance of understanding cultural differences in customer service. Learning to be culturally sensitive to multicultural customers (externally as well as internally) is one of the fundamental keys to great customer service in any organization.

TEAMBUILDING:

Village of 100 can be used to help viewers think of their own workplace as a cross-cultural microcosm. When diverse teams are given the opportunity to exchange new ideas, insights, and advice, they quickly move past acceptance and on to creativity and productivity. Teams learn to embrace their differences, not conflict over them. Using this program as part of teambuilding and teamwork training can lay the groundwork for letting viewers know that a diverse team is a winning team.

CROSS-CULTURAL AWARENESS:

More and more, the business world is becoming a multicultural one. By understanding and learning about other cultures, we can become more inclusive, more productive, and less likely to make cultural mistakes that could cause problems in the workplace. *Village of 100* is a perfect tool to launch discussion about the value of different cultures.

LEARNING TO THINK LARGE, EXPANDING THOUGHT, VISION:

One of the surprising things about this program is how it teaches one to think globally, to expand the way we think and approach problems about both interpersonal and global issues. Many viewers of *Village of 100* often respond that they “had never thought of the world in this way.” By using this program, facilitators can discuss the idea of “expanded thinking” as a means to promote creativity, problem solving, and decision-making as it relates to vision.

INTERNATIONAL BUSINESS AWARENESS:

This program is an excellent way to introduce a training session about cultural awareness and sensitivity when conducting international business. Cultural understanding and sensitivity is extremely important: one misstep can lead to problems and misunderstandings. *Village of 100* can be used to introduce the concept of intercultural relationships and how to navigate the global business world.