



AITM ALLYSHIP INCUBATOR

moving from employee to human experience

Real conversations and dialogue require trust. AITM prepares participants for deeper dialogue through a facilitated process that starts with increasing trust and continues by exploring topics in groups and pairs to expand shared meaning across teams and organizations. Based on the latest findings in neuroscience research, AITM unleashes change at the macro and micro levels of an organization.

GROWING TRUST

Before people will openly share their perspectives, stories, and experiences, they need to let down their defenses and feel that others will do the same. They need to trust.

EXPANDING AWARENESS

When there is a zone of safety and belonging, people can listen deeply to and share diverse perspective without feeling as though they are being judged or judging others.

Our Process

Growing Trust & Expanding Awareness

- Half-day group workshops
- Improv activities increase trust and connection
- Fishbowl and team discussions to increase awareness
- Exercises to enhance communication skills

Exploring Realities & Deepening Commitment

- One on one conversations take place over 6 weeks
- Structured topics facilitate deeper relationships
- Real connections and commitments develop

Lasting Impact

- Negative emotions shift to compassion and support
- One to one perspectives extend to include others
- A repeatable process participants can use with others

EXPLORING REALITIES

Nurturing curiosity about the experiences of others requires deeper insights, learning, and the cultivation of connections at a personal level. It is a lifelong process involving accountability.

DEEPENING COMMITMENT

Over time, building allyship connections changes the wiring of our minds, enabling us to lower our defenses and support each other in ways that seemed unimaginable.



92% of Americans feel allies have been valuable in their career. Allyship disrupts cycles of inequity. People who work at organizations that encourage allyship are 2X more likely to be satisfied with their job and are 2X more likely to feel they belong.