

Pride Business Forum



# Training Catalogue 2026



# Let's partner to build people-centered inclusion

At Pride Business Forum, we believe every company deserves a workplace culture where belonging is valued and everyone can thrive. We invite you to join us on this journey.

At the heart of every Pride Business Forum training lies one essential outcome: confidence. Confidence to speak, lead, and act with integrity. For employees, it means engaging in conversations about LGBTQ+ topics without fear of saying the wrong thing.

For queer colleagues, it's the confidence to share who they are without fear of judgment or exclusion. For leaders, it's the assurance to champion belonging and model allyship. And for organizations, it's the strength to stand proudly by their values, even when challenged, and to partner visibly with those driving inclusion forward.



**Aleš Rumpel**  
Training Manager  
Pride Business Forum

We're excited to offer you a complimentary introductory consultation to analyse your organisation's specific needs and identify the best approach for you.

From there, we can design a tailor-made training solution that fits your goals, or, if you prefer, you can simply choose from our ready-made packages and modules, listed below, to create a program that works for your team.



## Why Invest in LGBTQ+ Training

LGBTQ+ inclusion is a performance issue. When employees face exclusion or bias, it affects mental health, reduces focus, weakens collaboration, and ultimately lowers productivity and retention. Our training helps organisations understand how these pressures show up in day-to-day team dynamics, and why LGBTQ+ employees often carry a disproportionately heavy burden.

By identifying hidden barriers to belonging, companies gain insight into where culture and processes limit people's ability to contribute at their best. Training also equips leaders with practical tools to create conditions where teams can speak up, take smart risks, share ideas, and solve problems together — the core elements of psychological safety, now widely recognised as a foundation of high-performing teams.

Investing in LGBTQ+ training strengthens organisational culture, reduces risk, and empowers leaders to deliver the environment that today's talent expects and high performance requires.



## Our Learning Journeys

Our packages are designed to guide organizations through a structured learning path: from awareness to leadership. Each package combines modules that build upon one another to create measurable cultural impact.

Choosing a package offers a cohesive experience with clear progression: participants first gain understanding, then develop inclusive behaviors, and finally learn to lead lasting change. Packages are ideal for companies seeking a comprehensive, organization-wide approach to LGBTQ+ inclusion.

Whether delivered on-site or online, our packages ensure consistency, quality, and practical relevance, always adapted to your company's goals and level of readiness.

Package Level	Package Title	Description and Focus	Modules Included
Foundation <a href="#">View &gt;</a>	<b>Inclusive Foundations: Building LGBTQ+ Awareness</b>	Introductory package focused on foundational LGBTQ+ knowledge, concepts, and history to start the inclusion journey.	<b>LGBTQ Inclusion 101</b> (Terminology, basics) <b>History of the Present</b> (LGBTQ history context) <b>Setting the Record Straight</b> (Myth-busting) <b>How Many Genders Are There?</b> (Understanding gender diversity)
Engagement <a href="#">View &gt;</a>	<b>Empathy in Action: Driving Inclusive Behaviors</b>	Intermediate package focused on empathy, lived experiences, ongoing identity challenges, and allyship behaviors.	<b>Walking in LGBTQ+ Shoes</b> (Perspective through role-play) <b>What Would an Ally Do?</b> (Practical allyship) <b>Subtle Acts of Exclusion</b> (Microaggressions) <b>All Our Coming Outs</b> (Ongoing coming out process) <b>Queer Kids at School and Home</b> (Challenges for queer youth) <b>Speaking Equality</b> (Inclusive language)
Leadership <a href="#">View &gt;</a>	<b>Authentic Leadership: Leading LGBTQ+ Inclusion</b>	Advanced package aimed at leaders focusing on mitigating stressors, trans inclusion, and strategic organizational change.	<b>Navigating Minority Stress</b> (Reducing workplace stress) <b>Trans Talent in the Workplace</b> (Trans and non-binary inclusion) <b>Support the Supporters</b> (Building Conditions for Allyship) <b>Inclusive HR in Practice</b> (HR processes, policies, and communication)
Custom Solutions <a href="#">View &gt;</a>	<b>Tailored Impact: Custom LGBTQ+ Learning Journeys</b>	Bespoke mix-and-match package to fit special client needs, organizational maturity, or audience profiles.	Any combination of modules above based on client input, and custom-build training sessions.



#Foundation

## Inclusive Foundations: Building LGBTQ+ Awareness

Kickstart your organization's LGBTQ+ inclusion journey with this essential foundational package. Designed for broad employee groups, this package demystifies LGBTQ+ identities, history, and terminology while highlighting common workplace challenges. Participants will gain the knowledge and language needed to foster meaningful conversations on inclusion, making this a perfect starting point to inspire allyship and initiate cultural change.

### Why Choose This Package?

Lay the groundwork for inclusion with a comprehensive understanding, positioning your company as a progressive, welcoming employer committed to diversity.

[See workshops >](#)



#Engagement

## Empathy in Action: Driving Inclusive Behaviors

Elevate your team's emotional intelligence and empathy with this engaging, interactive package. Through role-play, storytelling, and reflection, participants experience the realities of LGBTQ+ colleagues, including ongoing challenges like coming out at work. This package empowers employees and managers to recognize subtle exclusion and equips them with practical allyship behaviors to drive trust, openness, and authentic belonging.

### Why Choose This Package?

Transform awareness into action—create a workplace culture where every individual feels seen, respected, and supported.

[See workshops >](#)



#Leadership

## Authentic Leadership: Leading LGBTQ+ Inclusion

Tailored for senior leaders and HR professionals, this advanced package builds the skills required to authentically lead LGBTQ+ inclusion at every level. It covers managing minority stress, embracing trans and non-binary inclusion, and aligning LGBTQ+ inclusion with your organization's strategic belonging and engagement goals. Leaders will leave equipped to foster psychologically safe, high-trust environments that unleash the full potential of diverse teams.

### Why Choose This Package?

Empower your leadership to drive systemic, lasting cultural change that integrates inclusion into the fabric of your organization.

[See workshops >](#)



#CustomSolutions

## Tailored Impact: Custom LGBTQ+ Learning Journeys

Every organization is unique—our bespoke package allows you to curate a learning journey perfectly aligned with your workforce needs and business goals. Choose from foundational awareness to leadership mastery modules, delivered in-person, online, or hybrid formats. Together, we'll create an impactful and sustainable LGBTQ+ inclusion strategy that resonates across teams and leadership.

### Why Choose This Package?

Experience a flexible, client-centered approach to inclusion training, maximizing relevance, engagement, and outcomes.

Contact us 



## Learning Portfolio: Individual Modules

Every organization's journey toward inclusion is unique. That's why our portfolio of individual training modules can be booked separately or combined, like building blocks, to create a learning program tailored to your needs.

We offer a complimentary consultation to understand your goals, audience, and context before recommending the right mix of sessions. Whether you're starting small with a single workshop or curating a multi-session series, we'll co-design a solution that delivers both insight and impact.

Each module is ready to stand alone, or to connect seamlessly into a broader learning experience that helps your teams grow in awareness, confidence, and inclusive practice.



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# Individual Modules: Foundation

Kickstart your organization's LGBTQ+ inclusion journey with this essential foundational package.

# History of the Present

**Deepen understanding of the ongoing impact of history on workplace inclusion.**

This dynamic and interactive session uses a quiz-based format to take participants on a fast-paced journey through key moments in European and American LGBTQ+ history. Through surprising facts, discussion, and reflection, participants uncover how past events continue to shape the realities and workplace experiences of LGBTQ+ people today. The session combines learning with discovery, offering a series of “aha” moments that challenge assumptions and broaden understanding of what inclusion truly means in practice.

**Length:** 90 min

**Format:** In person

**Group size:** Ideally 25–30 participants (can be adapted into a lecture format for larger audiences)

**Target group:** Employees in any position



## Objectives:

- Identify key milestones that shaped LGBTQ+ inclusion in society and the workplace.
- Recognize how past attitudes and systems continue to influence workplace dynamics today.
- Apply historical insight to current diversity and inclusion strategies.

## Focus Areas:

- Major European and American moments in LGBTQ+ history and their relevance today.
- The evolution of societal and workplace attitudes.
- Connections between historical bias and modern inclusion challenges.

## Competencies Strengthened Through the Session:

- Deeper insight into the origins of current diversity dynamics.
- Enhanced ability to recognize and address residual bias in organizational culture.
- A more informed, reflective approach to leading inclusively.

# How Many Genders Are There?

***Gain increased competence in supporting all gender identities.***

This engaging, thought-provoking session unpacks the concepts of sex, gender, and identity through an interactive discussion that combines science, culture, and lived experience. Participants reflect on what shapes our ideas of “masculine” and “feminine” and explore the wide range of human experience that exists between traditional categories. The workshop encourages curiosity and open dialogue, helping participants better understand diversity in identity and expression—and why it matters for inclusion at work.

**Length:** 45 min

**Format:** In person or online

**Group size:** Ideally 25–30 participants (can be adapted into a lecture format for larger audiences)

**Target group:** Employees in any position



## Objectives:

- Develop a clear understanding of the distinctions between sex, gender, sexuality, and identity.
- Recognize gender as a spectrum rather than a fixed binary.
- Build openness and curiosity around diverse gender identities and expressions.

## Focus Areas:

- How gender identity and expression are formed and perceived.
- Cultural and social influences on how gender is defined.
- Approaches to inclusive dialogue and understanding in diverse teams.

## Competencies Strengthened Through the Session:

- Improved fluency and confidence when discussing gender and identity.
- Greater cultural competence in supporting all team members authentically.
- Enhanced ability to create inclusive communication and policy frameworks.

# LGBTQ+ inclusion 101

**Establish foundational knowledge of LGBTQ+ identities, terminology, and workplace relevance.**

This introductory lecture covers the basics of the role of LGBTQ+ diversity in transforming workplaces, aiming to provide participants with a better understanding of LGBTQI+ identities, bring attention to common issues, offer ideas for employee driven initiatives and inspire employees to become allies. The lecture will address common points of exclusion and provide strategies for challenging them in the workplace.

**Group size:** Unlimited number of participants

**Duration:** 45–60 minutes

**Format:** Online, on site or hybrid

## Objectives:

- Introduce the foundations of LGBTQ+ inclusion and its relevance to organizational culture and performance.
- Increase understanding of key concepts, terminology, and current workplace challenges.
- Encourage engagement and reflection on employees' perceptions of inclusion.

## Focus Areas:

- The business and human case for LGBTQ+ inclusion.
- Workplace data and research on discrimination and belonging.
- Common points of exclusion and how to challenge them constructively.

## Competencies Strengthened Through the Session:

- Recognize the strategic value of inclusion in talent attraction, retention, and innovation.
- Use data and insights to justify and communicate inclusive policies effectively.
- Strengthen reputation and employer brand through proactive diversity engagement.



# Setting the Record Straight on LGBTQ+ Issues

*Dispel myths and stereotypes that hinder LGBTQ+ inclusion and foster fact-based culture.*

This powerful and informative session tackles some of the most persistent myths and misconceptions about the LGBTQ+ community. Using an engaging myth-busting format, participants explore widely circulated narratives—from misunderstandings about gender identity to stereotypes about relationships and inclusion. Each myth is unpacked with accessible, evidence-based insights that equip participants with the facts, context, and communication tools to respond confidently in conversations at work and beyond.

Designed for allies, advocates, and anyone involved in shaping internal culture or communication, this session builds both understanding and confidence. Participants leave better prepared to address misinformation constructively, champion inclusion, and lead informed discussions within their teams and networks.

**Length:** 90 min **Format:** In person or online

**Group size:** Ideally up to 30 participants (can be adapted into a webinar format for larger audiences)

**Target group:** Employees in any position; especially relevant for communications professionals, ERG members, and people leaders

## Objectives:

- Recognize and analyze common myths and misconceptions about LGBTQ+ identities and experiences.
- Increase confidence in addressing misinformation with clear, evidence-based communication.
- Build trust through informed and respectful dialogue.

## Focus Areas:

- Common misinformation and biases.
- Fact-based counters to workplace exclusion.

## Competencies Strengthened Through the Session:

- Enhanced skill in addressing misinformation internally and externally.
- Confidence in guiding balanced, evidence-informed conversations about inclusion.
- Stronger capacity to model inclusive leadership and support communications or ERG initiatives.





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# Individual Modules: Engagement

Elevate your team's emotional intelligence and empathy with this engaging, interactive package.

# All Our Coming Outs

***Improve trust and openness and learn how to support authenticity at work.***

This interactive session explores the ongoing, multifaceted nature of “coming out” in professional and personal life. Participants examine real-life scenarios and reflect on the experiences of LGBTQ+ colleagues, including the unique challenges faced by trans and non-binary people. Guided discussion and storytelling create a safe space for reflection, while collaborative exercises generate practical strategies for supporting openness and authenticity at work. By the end of the session, participants leave with a deeper understanding of diverse experiences and tangible tools to foster inclusive, psychologically safe workplaces where everyone can contribute fully and authentically.

**Duration:** 90–120 min

**Format:** In person or online

**Group size:** 25–30 participants

## **Objectives:**

- Understand the ongoing, multifaceted nature of coming out in professional contexts.
- Recognize differences in coming-out experiences across identities and settings.
- Identify ways to foster openness, authenticity and psychological safety at work.

## **Focus Areas:**

- The process and psychology of coming out.
- Challenges and considerations for diverse identities, including heterosexual and cisgender people.
- Strategies for building cultures of trust and safety.

## **Competencies Strengthened Through the Session:**

- Stronger understanding of how openness supports engagement and retention.
- Skills to create safe spaces that encourage authenticity.
- Leadership behaviors that promote visibility and inclusion.



# Queer Kids at School and at Home

**Support your employees in balancing personal and professional challenges.**

This insightful session explores the unique experiences of LGBTQ+ young people as they navigate identity, relationships, and communication in school and family environments. Led by facilitators with psychological and counselling expertise, the workshop offers a practical look into what coming out, friendship dynamics, and family conversations can mean for queer youth today.

Participants gain a deeper understanding of how early experiences of acceptance—or exclusion—shape confidence, self-image, and emotional wellbeing later in life. The session combines expert input, case examples, and open discussion to help adults better recognize the needs of LGBTQ+ students and support them in a constructive, informed way.

**Length:** 60–90 min

**Format:** In person or online

**Group size:** Ideally 25–30 participants

**Target group:** HR, leaders, ERG members, parents, educators, and anyone supporting young people

## Objectives:

- Increase understanding of the psychological and social challenges faced by LGBTQ+ youth.
- Learn supportive communication approaches for young people exploring identity.
- Recognize how adult responses shape long-term confidence and wellbeing.

## Focus Areas:

- Emotional and developmental aspects of coming out and identity formation.
- Family, peer, and school dynamics affecting belonging and self-acceptance.
- Practical approaches to support and communication.

## Competencies Strengthened Through the Session:

- Enhanced awareness of how early inclusion experiences influence adult wellbeing.
- Confidence in discussing identity with empathy and professionalism.
- Insight into how supportive environments benefit broader organizational culture.



# Speaking Equality: Making Čeština More Inclusive

*Promote cultural competence through inclusive communication strategies, specifically for gendered language contexts like Czech.*

Language shapes how we think—and in Czech, where every noun and adjective carries gender, inclusion starts with how we speak. This interactive session conducted in Czech explores the evolving landscape of Czech as a gendered language and its impact on representation, visibility, and belonging. Participants examine the logic behind the “general masculine” form and discuss practical, balanced ways to make everyday and corporate communication more inclusive without losing clarity or authenticity. Through real examples, exercises, and reflection, the session encourages curiosity and offers hands-on strategies for communicating in ways that reflect equality and respect.

**Length:** 90–120 min

**Format:** In person or online. In Czech only

**Group size:** Ideally 25–30 participants

**Target group:** Communications professionals, HR specialists, ERG members, and leaders shaping internal or external messaging

## Objectives:

- Understand how Czech's gendered structure influences visibility and inclusion.
- Explore balanced ways to make communication more inclusive and representative.
- Build confidence in applying inclusive language in everyday and professional contexts.

## Focus Areas:

- The structure of gender in Czech grammar.
- The role of language in shaping inclusion and cultural change.
- Practical techniques for using more inclusive and representative forms of communication.

## Competencies Strengthened Through the Session:

- Greater linguistic awareness and cultural competence in communication.
- Tools to align language use with organizational inclusion values.
- The ability to model balanced, respectful, and progressive communication practices.



# Walking in LGBTQ+ Shoes

***Cultivate deep empathy through experiential learning focused on LGBTQ+ workplace realities.***

This on-site, professionally facilitated workshop uses storytelling, guided reflection, and experiential exercises to help participants see the workplace through LGBTQ+ perspectives. Through structured role-play and real-life scenarios, participants explore how everyday interactions and assumptions can shape belonging and openness at work. Lived-experience testimony and narrative facilitation make the session both powerful and practical, turning awareness into action. By the end, participants leave with deeper understanding, new insights, and tangible behaviors for building a more inclusive and authentic workplace culture.

**Duration:** 120 min

**Format:** In person

**Group size:** 25–30 participants

## **Objectives:**

- Develop deep empathy and understanding of LGBTQ+ colleagues' workplace experiences.
- Promote meaningful perspective shifts toward inclusion using narrative testimony.
- Apply inclusive practices that enhance team connection and collaboration.

## **Focus Areas:**

- Experiencing inclusion and exclusion through role-play and perspective-taking.
- Reflecting on language, assumptions, and behaviors in real scenarios.
- Co-creating actionable steps to strengthen inclusive workplace culture.

## **Competencies Strengthened Through the Session:**

- Greater insight into the lived realities and challenges of LGBTQ+ employees.
- Enhanced emotional intelligence and inclusive communication skills.
- Increased capacity to lead with authenticity and build high-trust, psychologically safe teams.



# What Would an Ally Do?

**Equip participants with actionable allyship skills to foster inclusion.**

This highly interactive session invites participants to explore real-life workplace and everyday scenarios drawn from the experiences of LGBTQ+ individuals. Through discussion and guided reflection, participants gain insight into how subtle behaviors, assumptions, and communication patterns can impact others' sense of belonging. The workshop provides a safe space to explore common dilemmas and develop practical approaches to being a more effective and confident ally. The session concludes with a collaborative discussion on how to create environments where everyone feels respected and supported.

**Duration:** 120 min

**Format:** In person or online

**Group size:** Ideally 25–30 participants

**Target group:** Employees in any position

## Objectives:

- Deepen awareness of everyday dynamics that impact inclusion and belonging.
- Recognize subtle forms of exclusion and develop constructive responses.
- Strengthen personal and organizational allyship practices.

## Focus Areas:

- Real-life scenarios reflecting inclusion challenges and support opportunities.
- Inclusive communication and behavior in daily interactions.
- Confidence to stand up for fairness and equality.
- Practical allyship and shared responsibility for culture.

## Competencies Strengthened Through the Session:

- Increased sensitivity to others' lived experiences.
- Ability to model inclusive leadership in everyday moments.
- Practical tools to nurture openness, psychological safety and shared accountability for culture.



# Subtle Acts of Exclusion

*Raise awareness of microaggressions and subtle exclusionary behaviors.*

This session explores microaggressions—subtle, often unintentional comments or behaviors that can undermine inclusion and make colleagues feel dismissed or excluded. Using real-life examples, participants examine how these acts manifest in everyday interactions and the cumulative impact they have on individuals, teams, and organizational culture.

Through interactive discussion, reflection, and practical guidance, participants develop the awareness and skills needed to respond effectively, fostering respectful, inclusive, and psychologically safe environments. The session also highlights how proactively addressing subtle bias supports engagement, retention, and overall business performance.

**Length:** 120 min

**Format:** In person or online; can be adapted into a lecture for larger groups

**Group size:** Ideally 25–30 participants (flexible for lecture format)

**Target group:** Employees in any position; especially relevant for people managers, HR, and ERG members

## Objectives:

- Recognize subtle forms of bias and exclusion in workplace interactions.
- Understand how these acts affect individuals, teams, and culture..
- Develop practical strategies for responding to and preventing microaggressions in daily work.

## Focus Areas:

- Identifying and understanding common microaggressions.
- Unintentional bias and its effects on belonging.
- Inclusive communication and proactive allyship skills.

## Competencies Strengthened Through the Session:

- Greater awareness of the everyday barriers to inclusion.
- Enhanced confidence in addressing subtle bias constructively.
- Capacity to create respectful, high-trust, and inclusive environments.





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[Meet the trainers](#)



# Individual Modules: Leadership

Tailored for senior leaders and HR professionals, this advanced package builds the skills required to authentically lead LGBTQ+ inclusion at every level.

# Inclusive HR in Practice

**Strengthen HR professionals' confidence and competence in managing inclusion-related situations.**

Designed for HR managers and recruiters, this interactive workshop builds the confidence and competence needed to handle sensitive identity-related situations with care and consistency. Through realistic case studies—such as a candidate coming out during an interview, inclusive parental leave requests, or managing inappropriate behavior—participants learn how to respond effectively while upholding organizational values. The session equips HR professionals to strengthen inclusion across recruitment, policies, and employee relations, ensuring every interaction reflects fairness, dignity, and belonging.

**Duration:** 60 – 90 min

**Format:** In person or online

**Group size:** 20–30 participants (can be adapted for larger groups)

**Target group:** HR professionals, recruiters, and people managers responsible for employee relations, recruitment, and culture



## Objectives:

- Boost HR confidence in managing inclusion challenges with empathy and professionalism.
- Equip participants to respond consistently to sensitive identity disclosures.
- Identify and close gaps in HR policies and communication for true inclusion.

## Focus Areas:

- Inclusive recruitment and interview techniques.
- Family and parental policies embracing diverse structures.
- Addressing bias and inappropriate behavior with empathy and accountability.
- Building fair, respectful HR processes that foster trust.

## Competencies Strengthened Through the Session:

- Greater confidence in handling identity-related issues effectively.
- Clear understanding of inclusive HR's role in retention and engagement.
- Stronger leadership in modeling equity and respect in HR.

# Navigating Minority Stress

**Understand and mitigate workplace stress factors affecting LGBTQ+ employees for a healthier, engaged workforce.**

LGBTQ+ employees often face unique stressors in the workplace, stemming from discrimination, exclusion, and the pressure to hide aspects of their identity. This workshop introduces the concept of minority stress and examines its impact on mental health, job satisfaction, and team dynamics.

Participants will explore how these experiences affect individuals and organizations, and why addressing them is essential for creating inclusive and psychologically safe work environments. The session will also provide practical approaches for reducing these stressors through informed leadership, inclusive practices, and supportive communication.

Designed for professionals invested in workplace inclusion, this session offers insights into building environments where all employees can thrive.

**Group size:** Unlimited number of participants

**Duration:** 90 minutes

**Format:** Online, on site or hybrid



## Objectives:

- Introduce the concept of minority stress and its relevance in workplace contexts.
- Increase awareness of how stressors linked to discrimination, exclusion, and identity concealment impact employee well-being and performance.
- Provide actionable strategies to reduce minority stress through inclusive practices and supportive communication.

## Focus Areas:

- Psychological foundations of minority stress and its workplace impact.
- Barriers to belonging and their organizational consequences.
- Leadership behaviors that promote psychological safety and inclusion.

## Competencies Strengthened Through the Session:

- Ability to recognize and address stressors that affect engagement and retention.
- Confidence to lead with empathy and reduce exclusionary dynamics.
- Tools to foster environments where all employees can thrive.

# Supporting the Supporters: Building the Conditions for Allyship

*Develop structures to sustain allyship and advocate resilience.*

This interactive workshop is designed for leaders and changemakers who want to strengthen allyship across their organization. Participants explore how individuals move from awareness to action and what helps them stay engaged when challenges arise. Through guided discussion and real examples, the session uncovers barriers that hold potential allies back and develops practical ways to support them. By the end, participants leave with clear strategies to nurture confidence, resilience, and collective responsibility for inclusion—creating a culture where standing up for equality becomes part of everyday leadership.

**Duration:** 120 min

**Format:** In person or online

**Group size:** 20–30 participants

## Objectives:

- Understand what enables individuals to move from awareness to active allyship.
- Identify challenges that potential allies face and ways to support them.
- Develop strategies to strengthen, sustain, and amplify ally engagement..

## Focus Areas:

- Internal and external barriers to allyship.
- Visible, confident advocacy for equality.
- Systems of recognition, reinforcement, and peer support.

## Competencies Strengthened Through the Session:

- Clarity on how to create conditions where allyship thrives.
- Practical tools for supporting and empowering advocates within teams.
- Enhanced ability to embed inclusion as an active, shared responsibility across the organization.



# Trans Talent in the Workplace

**Advance inclusive policies and culture for trans and non-binary employees.**

This interactive session offers participants a deeper understanding of the experiences of transgender and non-binary colleagues in professional environments. Combining storytelling, guided discussion, and short knowledge-based quizzes, the session creates a safe and engaging space for learning. Participants explore everyday situations, communication practices, and workplace policies that can either support or hinder trans inclusion — gaining clear “do’s and don’ts” for respectful and informed interactions.

Through personal stories and real-world examples, the workshop brings to life the challenges and successes of trans professionals, highlighting what organizations can do to attract, retain, and empower diverse talent. The result is a session that builds understanding, awareness, and practical confidence for creating workplaces where everyone can contribute authentically and thrive.

**Length:** 120 min

**Format:** In person or online

**Group size:** Ideally 25–30 participants (can be adapted for larger groups)

**Target group:** Employees in any position; especially relevant for HR, people leaders, and DEI champions

## Objectives:

- Deepen understanding of the experiences of trans and non-binary colleagues.
- Learn inclusive communication and management practices that promote belonging.
- Identify structural and behavioral enablers for equitable participation and growth.

## Focus Areas:

- Everyday interactions, inclusive language, and workplace visibility.
- Policies and practices supporting trans inclusion.
- Real examples of successful approaches to trans inclusion at work.

## Competencies Strengthened Through the Session:

- Confidence in discussing gender identity topics with clarity and respect.
- Awareness of how inclusive systems enhance engagement and retention.
- Ability to champion equitable policies and lead diverse teams effectively.



# We create lasting change by building confidence: through evidence, empathy, and experience

**Our training methodology is designed to make lasting impact by combining three powerful, complementary approaches that engage both the mind and heart:**

## **1. Evidence-based persuasion (facts and data)**

Analytical audiences respond best to clear, verifiable evidence: statistics, research findings and logical argumentation. Presenting robust data helps people understand the scale and nature of the problem rationally and motivates change by making the need for action concrete.

## **2. Narrative empathy (personal stories)**

First-person accounts and case studies foster emotional understanding. Hearing lived experience enables listeners to identify with the storyteller and see the human consequences behind abstract issues, which often opens the door to attitude change.

## **3. Experiential learning (“living” the experience).**

Role-plays, simulations and perspective-taking exercises let participants temporarily inhabit another person's situation. These embodied activities bypass purely cognitive defenses and produce rapid, memorable shifts in perception and behaviour.

Experience tells us that combining these three approaches: evidence, narrative and experiential methods, in a tailored sequence and reinforced over time is the most effective way to achieve sustained attitude and behaviour change.

## Who Leads Our Learning Experiences

**Aleš Rumpel** is a senior training professional with extensive experience in advancing LGBTIQ inclusion through education, culture, and organisational development. As Training Manager at Pride Business Forum, he designs and facilitates corporate programmes on belonging, engagement, and inclusive leadership for major employers in the Czech Republic and the CEE region. He has over 20 years of experience in the non-profit and cultural sectors, combining management, advocacy, and educational expertise. From 2005 to 2014, he served as Director of the Mezipatra Queer Film Festival, the country's longest-running LGBTIQ festival. Aleš is a trained facilitator in the process-oriented approach and has completed training in narrative coaching and counselling. He is also pursuing advanced studies in social work with a focus on communication and applied psychotherapy.



# Who Leads Our Learning Experiences



**Tereza Kadlecová** is an experienced learning and inclusion strategist with a strong background in educational program development, organizational leadership, and diversity strategy. As Executive Director at Pride Business Forum and Head of Education at Prague Pride, she leads teams and initiatives that promote LGBTQ+ inclusion in workplaces, schools, and communities across the Czech Republic. She brings over 15 years of experience in nonprofit management, education, and social advocacy, including senior roles at People in Need, one of the country's leading educational NGOs. Her training expertise includes facilitation, and the creation of methodologies and toolkits that help organizations foster inclusive environments. Tereza has co-authored several publications on gender and family diversity and works with employers and educators to translate inclusion principles into effective everyday practice.

# Pricing and Membership Benefits

Our training prices reflect the scope, duration, and delivery format of each session. A single module starts at 13,500 CZK, with final pricing depending on factors such as group size, length, number of modules booked, and whether the training is delivered online or on-site.

The figures below represent typical pricing models to help you plan your learning investment:

Online	1 hour:	around 15,000 CZK
Online	2 hours	around 16,000 CZK
On-site	2 hours	around 21,000 CZK
On-site	3 hours	around 24,000 CZK

Comprehensive packages are available for organizations seeking a structured learning journey:

**Foundation or Leadership Package:**

approx. 60,000 CZK (online) / 80,000 CZK (on-site)

**Engagement Package:**

approx. 90,000 CZK (online) / 120,000 CZK (on-site)

**Full Learning Journey (all packages):**

price to be determined based on scope and customization.

The complete learning journey offers the most value, combining all three packages into a cohesive program that supports lasting cultural change. Let's talk about the right configuration and pricing for your organization.

**As a Pride Business Forum member, your organization benefits from special pricing:**

**Regular Members: 10% discount**

**Plus Members: 15% discount**

+ 1 complimentary module from the Foundation or Engagement package

**Premium Members: 20% discount**

+ 2 complimentary modules from the Foundation or Engagement package

Package pricing for members is determined individually, based on scope and customization. We're happy to prepare a tailored quote after a short consultation to understand your needs and goals.





**For implementation  
or consultation,  
please contact:**

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