



WIN INSIGHTS—A MONSTER SOLUTION WORK BETTER. TOGETHER.

HARNESS DIVERSITY FOR A HIGH-PERFORMANCE WORKFORCE

As U.S. federal agencies are challenged to build and maintain diverse, inclusive workforces, the need for employee engagement and group intelligence has never been greater. Cultivating the chemistry that enables everyone to contribute their best toward achieving team goals, however, can be a tricky business. Employees have a wider range of personal, work style, and cultural differences than ever before, and most managers lack the resources to help their team become a cohesive work unit. Federal leaders must foster diverse, inclusive workforces that encourage high individual and organizational performance: by understanding and embracing our individual differences, we can work better together.

UTILIZE DIFFERENCES IN IDENTITY TO CREATE INCLUSIVE WORKPLACES

Overcoming diversity and inclusion challenges in today's federal government requires more than the traditionally offered standard tools, resources, education, and training. WIN Insights is a dynamic, web-based interactive learning management solution that helps cultivate inclusive workplaces to drive highperformance workforces.

WIN Insights helps build an agency workforce culture that thrives on employee differences. Through integration of independent and peer-to-peer learning with advice from expert consultants, coaches, and trainers, WIN Insights boosts agency productivity by providing unique visibility into the make-up of teams and

organizations. Using this valuable insight, agencies can create inclusive working environments—improving workforce performance and ensuring mission readiness.

WIN Insights helps teams increase their abilities to:

- Develop awareness of personal, cultural, and work style issues that are important to each team member.
- Share accountability for monitoring and maintaining team norms that create an effective team culture.
- Continuously measure and improve team chemistry to foster innovation and high performance.

THE SECRET BEHIND THE SOLUTION: HOW WIN INSIGHTS WORKS

The core of the WIN Insights experience is the web-based WIN 360 Team Building Application, which includes eight self-reported Identity Cards that employees complete online in a private and secure environment.

The eight Identity Cards ask each employee to consider their:

1. Personal Qualities and Characteristics
2. Core Values
3. Demographic and Cultural Dimensions
4. Work Style
5. Geographic Point of View
6. Hobbies and Civic Engagements
7. Identity Names and Terms
8. Holidays and Commemorations

The Identity Cards provide an engaging way for agency team members to share what others need to know to “get them.” Just by filling in their Identity Cards, team members increase their self-awareness about the many aspects of their individual identities—but that’s just the beginning.

- **Team Conversations:** Agency teams have guided conversations about each of the eight Identity Cards over an agreed upon period of time. This encourages open conversation between team members.
- **Analysis:** The information gathered during team conversations is compiled into a database that team members can use to identify key similarities and differences between teammates that will likely have an impact on their ability to work together.
- **Informal eLearning:** Team members have access to short, informative, web-based modules that explain the basic concepts behind each of the eight Identity Cards and other team-related topics.
- **Snapshot Analytics:** The WIN 360 database aggregates all of your team selections on the eight Identity Cards so managers and team members get a high-level, transparent view of their team members’ characteristics. Team members and managers can use the data to identify trends, look for attributes that are missing or overemphasized within the team, and be proactive in identifying potential challenges based on a team’s configuration.
- **Ongoing Assessment of Team Norms:** WIN 360 teams make a commitment to practicing team norms that will help them create an inclusive and engaging culture. Teams regularly monitor their progress by using online assessment tools to measure their improvement in practicing the norms. Teams then meet periodically to discuss accomplishments and plot further improvement strategies.
- **Forums and Conversation:** WIN 360 learners have access to moderated communities and forums related to the focus of each of the eight Identity Cards, as well as blogs about important team-related issues.

GET ACCESS TO

- *WIN 360 Team Application*
- *Learning Tracks for Executives, Manager, Employees, & Practitioners*
- *30 Organizational Training Modules*
- *20 Learning Rooms*
- *Community Forums*
- *Additional Tools and Resources*

ENRICH UNDERSTANDING AT EVERY ORGANIZATIONAL LEVEL

In addition to the Identity Cards, WIN Insights also offers seven Professional Learning Tracks. These tracks help the leadership and professionals within the offices of Diversity, Learning, Equal Employment Opportunity, Human Resources, Marketing, as well as Government and Community Affairs address the challenges associated with facilitating organizational change. Professional Learning Tracks provide:

- Analytical tools to help shape long-term organizational strategic thinking about inclusion and innovation.
- Self-assessment tools to help staff at all levels of an organization identify priorities for development and action.
- Best practices and moderated topical forums.

ABOUT MONSTER GOVERNMENT SOLUTIONS

WIN Insights is a diversity and inclusion solution offered by Monster Government Solutions, the public sector-focused division of Monster Worldwide—the company that pioneered online recruiting with Monster.com more than twenty years ago. Today, Monster Government Solutions provides technology-based products and services that help organizations find and hire people and develop workforces—whether those workforces are specific to a government agency, or are regional, state, national, or international in scope.