

## DIVERSITY, LEARNING, AND PRODUCTIVITY ALL-IN-ONE

### DIVERSITY

Diversity and inclusion have long been a focus of organizational initiatives because of the benefits that such efforts bring to bear on business results. But when it comes to people with learning disabilities, the cognitive diversity among people in a workforce is completely overlooked.

*As many as 1 out of every 5 people in the U.S. has a learning disability.*

Source: Annual Report to Congress, U.S. Department of Education, 2001

*A learning disability is a neurobiological disorder in which a person's brain works or is structured differently.*

Source: Coordinated Campaign for Learning Disabilities (CCLD)

### LEARNING

As far as training in organizations goes, learning disabilities have somehow been confused with learning styles. Classifying a learning style, as a learning disability is a misnomer. Everyone learns differently whether he/she has a learning disability or not. What does differentiate those who have learning disabilities from those who don't is the way in which they see, think and process information.

### PRODUCTIVITY

If work is about getting things done, then training should be about teaching people how to work. And in order for all employees to have an equal chance to learn and perform, training programs need to be built to stimulate learning among all employees.

Exclusive to Krysalis, [The Magic Bullet®](#) is a method that creates the shortest distance between learning and working, which leads to a net result of increased productivity.

*The real disability is in the system, not the people who have been classified with an inability to "learn."*

~ Donna Flagg  
President  
The Krysalis Group



For more information visit [krysalis.com](http://krysalis.com)

### THE METHOD

#### 5 Underpinnings to Effectively Train the Cognitively Diverse:

1. **Clear and linear** – The reinforcement of auditory, verbal and visual channels
2. **Shapes, colors and sound** – The stimulation of the brain
3. **Movement and arrangement** – The importance of relationships in learning
4. **Relevant and sculptured** – The connection between work and learning
5. **Reality based** – The power of experience links business with training