

humaQazi®

# VIDEO SCENARIO LEARNING

*Using creativity and innovation  
to take learning and reflection  
to the next level.*

2025 BROCHURE

# Huma Qazi Limited

We are a management consultancy established in 2014, specialising in D&I strategy consulting, people & leadership development solutions including conferences, offsites, events and learning programmes. We have a diverse portfolio of global clients, across various sectors, geographies, and size of business. As a group of consultants and creatives, we are curious and innovative. We hold up a mirror to current behaviour, challenge current thinking, and develop leaders to think and behave for the future, not just now. Our consultancy delivers a personalised service and bespoke programming to meet each client's needs. We have high standards and deliver impeccable quality in content, design and facilitation.

## Scenario Based Learning

As a consultancy, we specialise in scenario learning, which transports the learners into situations where they can discuss, debate, and give feedback. Scenario based sessions involve getting participants to work their way through complex situations that require intervention.

All scenarios are written with micro-behaviours in mind that lead towards potential marginalisation, prejudice, stereotyping, and/or discrimination. By guiding learners through different kinds of scenarios which can be adapted based on their choices, responses, and/or reactions to them, we can encourage a safe environment for them to explore their own behaviours leading towards greater empathy, valuing difference and being more mindful and intentional.

## Video Scenarios & Immersive Learning

Video scenarios elevate these discussions, as more visual information is revealed such as how a character is observed, their social identities, how they speak, behave, and what their body language is saying. Learners witness different kinds of reactions, actions, and inaction in situations, while exploring the consequential impact of those behaviours.

This innovative and engaging approach to learning via experiential storytelling uses actors to highlight how biases can creep in and affect one's behaviours including flagging different 'entry points' of bias which can hinder diverse and inclusive decision making.

All video scenarios have a runtime ranging from 4 to 8 minutes.

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# MIC DROPPED

ADIL AKRAM as  
**RAJ**

BROOK BAILEY as  
**DAN**

SYREETA KUMAR as  
**YASMINE**



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# MIC DROPPED

Raj and Yasmine, two senior leaders at a company, have been invited to speak on an in-house podcast run by their junior colleague, Dan. The podcast is very successful and is a popular channel to amplify employee voices and themes of interest. Dan's podcast is driven by the company's diversity calendar, and he is excited to have senior leaders from the South-Asian community on it. Raj has recently joined the company and has volunteered to co-lead on community work alongside Yasmine, who has been leading in this space for a long time. Over the course of the recording session, things get interesting.



## LEARNING OBJECTIVES

- Identify different leadership styles.
- Understand cultural differences and assimilation.
- Recognise subtle behaviours and their effects.
- Appreciate how actions may be perceived.

# GREAT MINDS

ANAS ZABADNE as  
**KHALED**

JOHN THACKER as  
**JAMIE**

NICOLA WRIGHT as  
**VICTORIA**

VIRGINIA THOMPSON as  
**SIMONE**



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# GREAT MINDS

Simone, a Head of Department, has called a meeting to brainstorm and shake things up at work around talent attraction. The hybrid meeting sees Jamie (a new employee), Victoria (a senior team member), and Khaled (a Team Leader) get into a heated debate where a lot is said and also unsaid. Given the set-up of hybrid meetings with remote working, technology plays a crucial part in how this conversation unfolds, highlighting the participants' body language and choice of words. Over the course of the meeting, it is apparent that not all great minds think alike.



## LEARNING OBJECTIVES

- Create a safe environment for open discussion.
- Be aware of inclusive team participation.
- Identify biases with ageism and careerism.
- Recognise subtle micro-behaviours.

# TENSION SEEKER

JULIA PARLATO as  
**MARIE**

WILSON BENEDITO as  
**RAHEEM**

NADÈGE NGUYEN as  
**LILY**

MASSIMILIANO ACERBI as  
**CARLO**



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# TENSION SEEKER

Over lunch at a restaurant three team members, Lily, Marie, and Carlo, talk about one of their colleagues, Raheem. Lily isn't pleased that Marie and Carlo are making fun of Raheem saying 'he is able to get away with things' at work due to his ADHD, and calling him an 'attention seeker'. Raheem overhears this conversation, and things get awkward. This video scenario explores the experiences and conversations around neurodiversity in the workplace.



## LEARNING OBJECTIVES

- Recognise comments on neurodiversity.
- Appreciate the positive impact of allies.
- Acknowledge how banter can turn negative.
- Note that work culture extends beyond the office.

# CONFERENCE CONUNDRUM

A man with grey hair, wearing a dark suit, looking thoughtfully to the side with his hand near his chin.

TIM BERRINGTON as  
**BEN**

A man with grey hair and a beard, wearing a dark blue suit, looking thoughtfully to the side with his hand near his chin.

WILL CHITTY as  
**MARK**

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# CONFERENCE CONUNDRUM

Two senior colleagues, Mark and Ben, get into a discussion about who should represent their company at an international conference. Mark puts forward Farah, an accomplished and disruptive choice, while Ben strongly prefers Amadi as a safer and more trusted choice. This leads to compelling arguments being put forward and serves as a great example of advocacy and sponsorship in action. It also highlights how they navigate one another's personalities while discussing their two protégés.



## LEARNING OBJECTIVES

- How biases influence decision-making.
- How potential vs performance is assessed.
- Conversations around what makes an impact.
- Leadership advocacy in practice.

# FIT FEST



NERI ZACCARDELLI as  
**TARA**

JIMENA LARRAGUIVEL as  
**OLIVIA**

GAVI SINGH CHERA as  
**FAHEEM**

KOJO QUAINOO as  
**ASH**

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# FIT FEST

Tara, a plus-sized employee, and Ash, a non-binary colleague, are upset about their company's upcoming event, 'Fit Fest,' which appears to be primarily designed for fitness enthusiasts with gender-segregated activities. Olivia and Faheem, the event's organisers, feel that Tara and Ash are overreacting. The situation escalates when the event's itinerary is shared online, sparking a social media backlash over its lack of inclusivity.



## LEARNING OBJECTIVES

- A one size does not fit all approach.
- Issues with non-inclusive workplace events.
- Proactive communication with key groups.
- Adequate research on minority vs majority view.

## CREATIVE CONCEPT & PRODUCTION BY HUMA & SHIVA

Huma Qazi, the Executive Producer and co-writer, developed the concept and vision behind the video scenarios, combining her expertise in diversity and inclusion with her experience in storytelling. Shiva Raichandani, the BAFTA-nominated director, co-writer, and producer, managed the production process through Raisilience, their film and television production company.

From casting to filming, editing, and distribution, Shiva ensured that the videos aligned with Huma's vision and delivered powerful narratives. Together, they have brought their distinct skill sets to create a series of dynamic and thought-provoking video scenarios designed to inspire meaningful learning and drive lasting change.

Using talented actors, they have brought the joy of film as a medium of learning to delegates internationally. Their passion for storytelling, alongside diversity and inclusion has led them to create unique and proprietary digital content to take development programmes and inclusive leadership conferences to the next level.



# OTHER PRODUCTIONS

**Break Down Bias Mini-Series**

**Affinity**

**Authority**

**Bandwagon Effect**

**Blindspot**

**Confirmation**

**Zero-Risk**

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