



# Unconscious Bias Training

- the art of making sound business decisions

**Enhance diversity and create a culture of inclusion by reducing unconscious bias**

### Why unconscious bias training?

The purpose of initiating awareness training on unconscious bias is to create a culture of inclusion in your company - where everyone have a feeling of belonging and acceptance. The aim of the workshop is to consolidate your organisation's image as a great place to work for everyone regardless of gender, age, ethnicity, religion, sexual orientation etc.

Having a sustainable culture of inclusion enables you to attract, retain and unleash the potential of a talented and highly diverse workforce - allowing everyone to contribute to innovation and excellence

**LIVING INSTITUTE invites you to participate in this full-day unconscious bias awareness workshop enabling you to improve team performance by:**

- Learning what unconscious bias is and how it affects everyone's decision making by diving into cutting-edge knowledge from the world of research; neuroscience, psychology and sociology.
- Uncover the potential business benefits for increased diversity and inclusion

### Info box

**Date:**  
November 11<sup>th</sup> 2019

**Time:**  
9am to 4:30pm

**Language:**  
English

**Location:**  
BLOX,  
Bryghuspladsen 8,  
Entrance C, 3<sup>rd</sup> Floor,  
DK-1473, Copenhagen  
Denmark

**Price:**  
€ 790

**Contact & Registration:**  
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- Get the tools to avoid unconscious bias in order to enhance team performance and create a culture of inclusion for all
- Create customized 'nudges' (i.e. behavioural changes) for specific situations and in specific teams.

What is unconscious bias? Watch a video we made for you [here](#)

### WHY IS UNCONSCIOUS BIAS TRAINING IMPORTANT?

- If left undealt with, unconscious bias and covering creates homogenous work environments and sameness thinking which disables diversity and innovation.
- Diverse and inclusive teams make better business decisions up to 87 percent of the times (Cloverpop: *Inclusive Decision Making* 2017).
- People experiencing unconscious bias from others are more likely to feel disengaged, leave their jobs and withhold ideas (Center for Talent Innovation: *Disrupt Bias, Drive Value* (2017)

### CONTENT OF THE WORKSHOP:

- The business case for diversity
- What is unconscious bias and covering?
- How does unconscious bias training make a positive difference?
- How unconscious bias affects team work and recruitment processes.
- 5-step tool to reduce unconscious bias in decision making

Over-all: entertaining and practical exercises, knowledge sharing and latest sciens revealing our brain's unconscious decision-making at work

Prior to the workshop we invite the participants to complete an online pre-survey with questions about their own experiences on an individual and company level. Based on the answers we design the content and the exercises to secure relevance and learning impact for all participants.

## ABOUT THE FACILITATOR

**Kasper Jelsbech Knudsen**, Chief Consultant, PhD in Anthropology with a background in neuro science - and Keynote Speaker. Kasper's passion lies in promoting cultures of inclusion. He specialises in inclusive leadership, advancing gender parity, unconscious bias mitigation and cross-culture as well as disciplinary collaborations. Though based in Denmark, Kasper has lived, worked, and studied in various countries, among others Ghana, USA, Cuba, and Nepal. In his PhD dissertation, Kasper's research has centered on the concept of culture and how people on different continents by applying cultural intelligence can enhance collaboration and bridge national and cultural differences. In his work, Kasper himself has collaborated with a wide range of people, businesses, organizations, and institutions. Moreover, Kasper is an experienced educator and knowledge communicator and regularly holds lectures on Copenhagen Business School in Business Culture and University of Copenhagen.



Kasper Jelsbech Knudsen, Chief Consultant, PhD Anthropology

As Chief Consultant, Kasper draws from his practical and theoretical knowledge of how to promote cultural diversity in a work environment by facilitating counselling, workshops and training, in addition Kasper is a brilliant and entertaining keynote speaker. Kasper has successfully enhanced organizational diversity intelligence in Mazars, Siemens, Danish Ministry of Foreign Affairs, Maersk Tankers, Chr. Hansen, Systematic, Cowi, Coloplast, Novo Nordisk, NNE and many more. Kasper is a certified LEGO Serious Play® Facilitator and certified provider of the individual assessment tool: Intercultural Readiness Check. Kasper is fluent in English, Danish, and Spanish.

### METHOD:

Research based knowledge made practically applicable, conveyed with a high degree of participant involvement and in respect of the participants' different learning styles and preferences.

The training is based on theory, presentations, practical exercises and teamwork.

Each participant is invited to fill in an online survey prior to the workshop. The gathered information enables LIVING INSTITUTE to tailor the workshop to the specific case and team's needs.