



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

Infobox

Date:
TBD

Time:
9:00 to 16:00

Language:
English

Target Group:
People Managers &
Members of
appointment
committees

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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 IS 'UNCONSCIOUS BIAS'?

- 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
- 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 OUR FACILITATORS:

The consultants and trainers in LIVING INSTITUTE's faculty have a profound hands on experience from businesses around the globe on top of an academic degree.

Our consultants and trainers are all excellent facilitators and skilled designers of impactful solutions resulting in positive behavioral changes.

Read more about who we are [here](#)



The LIVING INSTITUTE facilitator team

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.