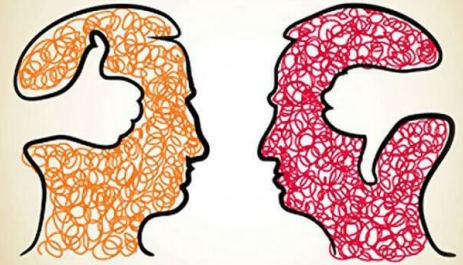


## Managing Unconscious Bias (Code: MUB)

Evolution-U Diversity & Inclusion Business Suite

Half Day Format - Advanced



The Evolution-U Diversity and Inclusion Business Suite is a focused offering of engaging workshops and trainings designed to unlock the potential of individuals and teams and empower leaders by raising awareness of the benefits of a diverse and inclusive workplace.

### Course Outline

Managing Unconscious Bias training can be delivered as a full day or half day training, or as a keynote presentation. This outline is for the half day format (3 1/2 hours). The objective of each format is to raise awareness that while unconscious bias is a natural phenomenon that we all have, with an understanding of the principles and application of simple techniques, it can be managed. Unconscious Bias is becoming a prominent subject in management training due to its often negative impact on diversity and inclusion when not adopted. This trend is supported by an increasing body of research promoting the benefits of a diverse workforce. By taking this training, participants can expect to develop awareness of their own unconscious biases and tools for addressing these to become more effective leaders and team players in a multi-cultural environment.

### Learning Objectives

By taking this training, participants will;

- Understand how the unconscious mind works and contributes to unconscious bias, and be able to explain the concept to others;
- Recognise how unconscious bias can adversely impact workplace decisions with particular focus on the 'big 2' of gender and racial biasing;
- Be aware of 10 types of common unconscious bias and how they impact our judgement and decision making;
- Learn to recognise unconscious bias in the workplace in ourselves and in others, and develop the tools to address it;
- Learn how to apply System 1 and System 2 thinking to the unconscious bias methodology developed in the training;
- Participate in case studies, individual and group exercises designed to demonstrate how unconscious bias operates.

Depending on duration, course delivery consists of trainer led presentation with video support, individual exercises, group breakouts and case studies. Open class discussion is encouraged to allow participants to learn from experience and best practise of others.

### Course Content

The below course content list covers the content for the one day version of this training. For half day workshop and keynote sessions the final content will be selected in partnership with the client and based on training objectives.

#### Understanding the Unconscious Mind

Central to the understanding of unconscious bias is the interaction between the conscious and unconscious mind. This opening section introduces the unconscious mind and how we can utilise conscious-unconscious integration for improved performance in meetings, presentations and general communication.

#### Introduction to Unconscious Bias - the 'Big 2'

No training on unconscious bias can be effective without focus on the two major workplace biases of gender and racial bias. These biases are impacting the global corporate workplace and raising awareness of the reasons for them and how to approach the subject in a constructive way is an important first step in managing biases. When we realise that we too can become victims of unconscious bias, the importance of recognising and addressing it in both ourselves and others becomes necessary.

#### 10 Common Types of Unconscious Bias

There are many types of unconscious bias, and each of us is often guilty of exhibiting multiple types. In this section we raise awareness of 10 different types of unconscious bias, how they impact our judgement and decision making, and discuss approaches to dealing with each.

#### Group Exercise: Defining Our Biases

Based on the content covered so far, participants individually and then in groups review the unconscious biases that drive their behaviour currently. This is awareness development exercise that leverages on the now increased knowledge of the many different types of unconscious bias and how they can impact both personal life and the workplace.

#### Managing Unconscious Bias

This critical section of the workshop introduces 4 methodologies for dealing with unconscious bias and forms the foundations for each participant in building their 'Unconscious Bias Action Plan'. The methodologies are; Zero Based Thinking, Perspective Taking, System 1&2 Thinking, and Prospect Theory, Developed by Nobel laureate Daniel Kahneman, System 1&2 thinking gives an alternative and highly repeat-usable approach to managing unconscious bias while Prospect Theory is particularly applicable in financial related decision making.

#### Developing your U/B Action Plan

Participants will be challenged to develop their own "Unconscious Bias Action Plan" for deployment into their company. The Action Plan will be developed in groups, with each group presenting their plan to the class and identifying best working practises.

### Who Should Take This Course

Management, Team Leaders, Project Managers, Business Owners, Human Resources Executives, external client facing executives, any and all executives who are in a position of authority and can impact another persons career progression will benefit by learning and mastering the techniques introduced in this training.

This training course is fully certified by Evolution-U.  
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Sales Effectiveness • Building Trust • Negotiation Theory • Diversity & Inclusion  
Persuasion Psychology • Personality Profiling • Leadership • Teambuilding • Personal Empowerment