

THE STORY: How is Unconscious Bias manifested at the workplace and what are its impact on working relationships and business?

The Client: Equal Opportunities Commission (EOC).

Target Audience: Program for EOC with participants from different local and global companies – HR Heads and Business Heads.

The Need: Move from unconscious to conscious. Be aware of one's own biases.

The Measure: Identify the biases and the negative influence in personal and professional life.

What We Did

Always – Client First

- To experience the shift in mindset, Types of Biases, Best in class experiences.
- How beliefs create results, Powerful technique to overcome bias at workplace.
- Identify shortcuts developed over time that we all use to make decisions – could be positive or negative.
- Problem arises when we make incorrect deductions based on flawed logic or data.

And More

- Large scale high energy activities.
- Devise the 3 steps to transcend biases.
- Craft the action steps.

The Intervention

- Custom Designed Program.
- Storytelling technique.

- Memorable by connecting to real time.

And that's not all

High engagement, self-assessment, experiential and participant driven agenda to create involvement.

Game changers: Learning

- Create an environment that is bias free/consciousness of bias. No bias – when focus is on getting things done – Not judging, increases probability to succeed.
- Bias free environment – results in bonding, camaraderie and One goal focus – if there is bias it reduces enjoyment and confidence to challenge.

The Results

- An Action Learning journal by participants: To Create a more inclusive work place, ensure decision making is balanced and raise the bar of performance.
- Introspection: Self awareness

