

THE STORY: How to uncover unconscious biases and understand them in a business context?

The Client: Sun Life Insurance Company.

Target Audience: Program for talent team and HR across 8 countries in APAC.



The Need: Move from unconscious biases to conscious habits. Be aware of one's own biases and own your biases to create a more inclusive work place, ensure decision making is balanced and raise the bar of performance.



The Measure: Understand organization's commitment and Diversity statement by starting with creating an inclusive work place where people feel trusted and respected.

What We Did

Always – Client First

- 3A principle of transcending bias at the work-place.
- Awareness: Know and own your bias, Ladder of Inference.
- Assessment: Types of Biases and best in class experiences.
- Action: 4 practical to lead to collaborative work place and 3 steps to call out bias when you see or experience it.

And More

- Large scale high energy activities.
- Self-assessment.
- Craft the actions steps.

The Intervention

- Custom Designed Program.
- Storytelling technique.
- Memorable by connecting to real time.

And that's not all High engagement, multi-level skill practice, experiential and participant driven agenda to create involvement. Share the standard practice within organization and bring local cultural nuances.

Game changers: Learning

- Micro-aggressions at work places.
- Everyone has biases. All experience some bias. Bias could be positive or negative.
- Bias impacts feelings & has impact on business.

The Results

- Change in mindset.
- Action Learning Journal to practice a collaborative and trusting workplace