

Managing Our Unconscious Biases

Duration: 1 day

Course Overview

Welcome to the "Managing Our Unconscious Biases" training program! This thought-provoking one-day workshop is designed to raise awareness about unconscious biases and equip participants with strategies to recognise, challenge, and manage these biases in personal and professional settings. Unconscious biases are inherent and unintentional mental shortcuts that influence our perceptions and decisions without our conscious awareness.

In this training, you will explore the impact of unconscious biases on behaviour, relationships, and decision-making. Through interactive exercises and discussions, you will gain insights into how biases can lead to unintentional discrimination and hinder diversity and inclusion efforts. By the end of this program, you will have the knowledge and skills to create a more inclusive and equitable environment where diversity is celebrated, and biases are actively managed.

Whether you are a leader, manager, team member, or anyone interested in promoting diversity and inclusion, this program will empower you to be more mindful of your biases and create a more inclusive workplace.

Who should attend?

This program is suitable for professionals from all industries and roles who are interested in promoting diversity and inclusion and managing their unconscious biases. Whether you are a leader, manager, team member, human resources professional, or individual contributor, this training will benefit you if you aim to create a more inclusive workplace that embraces diversity and actively challenges unconscious biases.

Context

After this workshop, you will have the knowledge and skills to create a more inclusive and equitable environment where diversity is celebrated, and biases are actively managed.

How certification is earned

Upon successful completion of this course, you will be awarded a certificate of attendance from Expleo Academy.

Prerequisites & pre-reading guidelines

There are no specific prerequisites for this course.

Related courses

Attendees may also be subsequently interested in

- Culture! What is it and why should we care?

Course Objectives

On completion of this training, attendees will be able to:

- Understand Unconscious Biases and Their Impact:
 - Define unconscious biases and their influence on attitudes, perceptions, and decisions.
 - Recognise how biases can unintentionally affect workplace interactions and decisions.
- Raise Self-Awareness of Personal Biases:
 - Identify personal unconscious biases and their potential effects on decision-making.
 - Reflect on real-life experiences to recognise instances of unconscious bias.
- Recognise Bias in Others:
 - Develop the ability to identify biases in others' behaviours and language.
 - Cultivate a greater understanding of the impact of bias on diverse individuals.
- Apply Strategies to Challenge Unconscious Biases:
 - Employ techniques to challenge and counteract unconscious biases in oneself and others.
 - Encourage a culture of open dialogue and self-correction.
- Promote Diversity and Inclusion in the Workplace:
 - Understand the significance of diversity and inclusion in fostering a positive work environment.
 - Implement strategies to enhance diversity and inclusion efforts within the organisation.
- Create an Inclusive Organisational Culture:
 - Develop action plans to foster an inclusive culture that celebrates diversity and manages biases.
 - Promote allyship and support marginalised groups within the workplace.

Course Outline

Introduction to Managing Our Unconscious Biases

- Defining unconscious biases and their influence on attitudes, perceptions, and decisions
- Recognising the impact of biases on workplace interactions and decisions

Raising Self-Awareness of Personal Biases

- Identifying personal unconscious biases and their potential effects on decision-making
- Reflecting on real-life experiences to recognise instances of unconscious bias

Recognising Bias in Others

- Developing the ability to identify biases in others' behaviours and language
- Cultivating a greater understanding of the impact of bias on diverse individuals

Applying Strategies to Challenge Unconscious Biases

- Employing techniques to challenge and counteract unconscious biases in oneself and others
- Encouraging a culture of open dialogue and self-correction

Promoting Diversity and Inclusion in the Workplace

- Understanding the significance of diversity and inclusion in fostering a positive work environment
- Implementing strategies to enhance diversity and inclusion efforts within the organisation

Creating an Inclusive Organisational Culture

- Developing action plans to foster an inclusive culture that celebrates diversity and manages biases
- Promoting allyship and support marginalised groups within the workplace

Join us for an engaging and transformative learning experience that will enable you to manage your unconscious biases and foster a more inclusive and diverse organisational culture.

Training Methodology

This training program adopts an interactive and experiential approach. Participants will engage in group discussions, role-plays, case studies, and self-reflection exercises to explore unconscious biases and their impact.

Facilitators with expertise in diversity and inclusion will facilitate open and safe discussions to foster self-awareness and understanding. The training will encourage self-reflection and self-correction, enabling participants to actively manage their unconscious biases in real-life scenarios.

Contact

Patricia McGuire

Head of Training

Expleo Technology Ireland Ltd

M. +353 (0)87 235 5902

W. expleoacademy.com

pat.mcguire@expleogroup.com

academy-UKI@expleogroup.com