



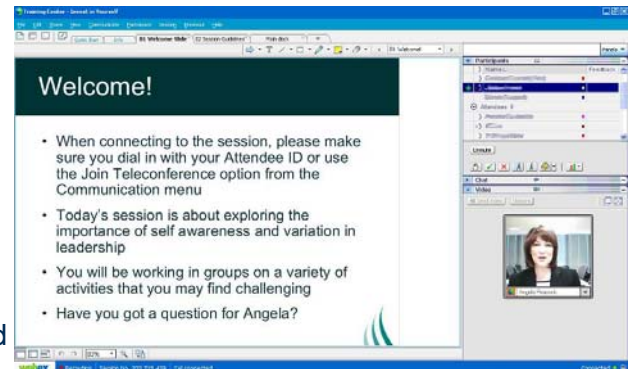
## Unconscious bias programme delivered via WebEx technology

This programme is designed to help specific teams to truly understand the elements of hidden bias that work against them and to ultimately accept that, whilst it is natural to have these biases, it is important to identify and deal with them and work towards new beliefs.

### Session one - The theory behind the bias

During this session delegates will:

- Understand the difference between bias, prejudice and discrimination
- Become accustomed to how bias begins within our psyche and how it is submerged into the sub conscious
- Explore the hard wiring of you, pre-established filters
- Explode some myths around bias being abnormal and unacceptable
- Take a view around what impact unconscious bias has or may have on our team practice and success
- Explore past conformational behaviours we may have displayed



### Session two - Get conscious - stay authentic- gaining some exploratory tools to raise awareness

During this session delegates will be:

- Exploring the bias of this group and re-writing the affinity bias of the past
- Tuning into the indicators that signal the arrival of your bias
- Becoming aware of the beliefs that serve and those that are redundant
- Understanding the perspective of others
- Identify potential affinity bias in this group in the future
- Using micro affirmations, small things count
- Allowing the unconscious organisational bias to affect our group thinking and our individual choices
- Understanding justification - the bias fights back

The programme will be a combination of theory, break out exercises and, in the final session, commitment plans using WebEx technology.

There is also the option for the group to undergo a set of three bias tests completed anonymously via the internet. This will form an aggregate example of a groups bias and make for more directed discussions on the first point on day two above.

### Investment

- Design of the above for a specific group, including a pre-meeting with the sponsor to address specific issues: £1,000
- Delivery of the above programme via WebEx for up to 20 delegates: £2,250 per session
- Design and execution of the online anonymous testing: between £30-£50 per delegate

### More information

**For more information about this programme, please call us on +44 (0)1920 485569 or email [info@people-development-team.com](mailto:info@people-development-team.com)**