



Finding Common Ground

How to Overcome Unconscious Bias

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Identify and overcome unconscious bias to advance real inclusiveness in your organization.

Highlights

- You will focus on the 3 key steps of defining, understanding and overcoming bias in your organization as a way forward.
- Learn how to become an ally and modify the way you communicate to promote inclusivity.

Key Competences

- Defining unconscious bias
- Identifying unconscious, complicit and implicit bias
- Avoiding & overcoming bias
- Use communication techniques

The Right Programme for You

You are a business professional and need to be aware of unconscious bias and its negative impact. You want to implement simple strategies to overcome it and work toward a more inclusive environment.

Senior Managers

Managers

Business Professionals



Learn, Practice and Use

- **Define** unconscious bias and its implications for your people
- **Differentiate** between unconscious, complicit and implicit bias
- **Develop** practical strategies to avoid and overcome bias
- **Use** communication techniques to be seen as an ally
- **Recognize** how bias affects all of our interactions with others
- **Differentiate** between unconscious bias and stereotypes
- **Define** types of allies and their importance in today's business world
- **Learning** to overcome generalizations about "them"
- **Identify** micro-messaging and non-verbal body language that reflect unconscious bias
- **Become** a more inclusive manager or leader
- **Share** your knowledge and challenges with your peers and MCE's highly experienced faculty

Practical Information

Face-to-Face



1 day
€995

Available In-Company

The programme is available as an In-Company solution for your teams. More information at mce.eu/inco

Programme Modules

1

Defining Bias

- Recognize how bias affects all of our interactions with others
- Define different types of bias

2

Understanding Bias

- Understand how our brains process information and how biases are created
- Differentiate between learned and “Unconscious Bias”

3

Overcoming Bias

- Understand the impact of micro-messaging
- Differentiate between unconscious bias and stereotypes

4

Understanding Allies

- Define types of allies and their importance
- Understand ally characteristics and behaviors

5

Becoming an Ally

- Understand the process to become an ally

6

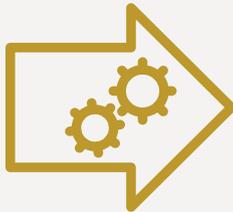
Action Planning

- Develop a practical personal action plan
- Implement your personal action plan



Learn

the key business skills and knowledge you need for your management role today and tomorrow



Practice

the skills you learn and get feedback, recommendations and coaching



Use

what you learn and practise as soon as you get back to your office

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