

Example course profile:

Inclusive Leadership

Unconscious Bias



Reduce risk → change behaviours → enhance culture

How do you see the world? Unconscious biases influence our actions even when - by definition - we don't notice them.



Our Inclusive Leadership one-day course focuses on what it means to lead inclusively. Looking at how leaders both shape the culture of the organisation and how individual behaviour role model inclusive behaviours. The course also addresses how unconscious bias can impact on how we develop and grow our talent.

Inclusive Leadership will share best practice in diversity and inclusion, encourage discussion and apply learning specific to your business.

Duration: One day.

Aimed at: Every people manager and leader with line management responsibilities.

What will I learn?

As a result of attending this one-day Unconscious Bias course delegates will:

- ✓ Understand how creating a more diverse and inclusive environment is important to the success of the company.
- ✓ Understand the importance of leading inclusively in terms of championing the agenda and demonstrating inclusive leadership behaviours.
- ✓ Better understand the legal framework set out within the Equality Act 2010 and engage in a lively discussion about banter, and discuss importance of bystander strategies.
- ✓ Have started to explore how unconscious bias can have an effect on decision-making and the talent lifecycle.
- ✓ Be able to use a variety of tools to mitigate the impact of bias on decision-making.
- ✓ Take away actions that leaders can take on an individual, interpersonal and organisational level to create more inclusive cultures.

Topics

- ✓ Exploring the concept of unconscious bias.
- ✓ The legal implications of bias in the workplace & legal developments in furtherance of a more inclusive culture.
- ✓ Understanding our own biases.
- ✓ The impact of bias on decision making.

Course Facilitators



Joanne Boyle (she/her) is a Legal Director specialising in Employment Law and has delivered numerous performance improvement and development programmes to senior operational managers to assist companies in building a more sustainable and engaged workforce, getting the best out of their talent. She heads law firm Foot Anstey LLP's "People Lab – Skills for your Leaders" unit.



Natasha Landers (she/her) is a diversity, inclusion and change management specialist, with over 20 years' experience of working in the private, public and not for profit sector in the UK, Middle East, Europe and America. Natasha's expertise and experience support organisations to benefit from diversity. s

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