

Inclusive leadership unconscious bias



Duration: One day

Aimed at: All people managers and leaders with line management responsibilities.

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 one-day Inclusive Leadership course focuses on what it means to lead inclusively. You will look at how leaders shape organisational culture and how individual behaviours can role model inclusive behaviours. The course also addresses the impact of unconscious bias on how we develop, support and grow talent across the organisation.

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

What will I learn?

As a result of attending this one day Inclusive Leadership 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 and recent legal developments in support of a more inclusive culture.
- Understanding our own biases.
- The impact of bias on decision-making.

Course Facilitators and support staff



Joanne Boyle

(she/her) is a Legal Director specialising in Employment law. She has delivered numerous performance improvement and development programmes to senior operational managers, helping organisations build more sustainable and engaged workforces while getting the very best of out of their talent. Joanne has a unique and innovative style that will leave long-lasting memories to support real change. Joanne also heads up Foot Anstey's "People Lab Skills for your leaders" training.



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.

Contact us

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