

BEYOND BIAS: AWARENESS, UNDERSTANDING AND CHANGE



As children, we play memory games that teach us how to tell the difference between red and blue, squares and circles, dogs and cats. As adults, we use those same differentiation skills in the workplace. However, the way our brain inputs information can lead to unconscious bias that can affect those around us, our productivity and the health of our organization. The ImprovEdge approach creates space for an integrative experience addressing unconscious bias and tools for change.

Workshops - full or half day

This highly interactive workshop allows participants to gain awareness and understanding of implicit decision-making processes - our cognitive bias. Participants engage in a series of exercises to shed light on bias and explore ways to solve the problem of bias in the workplace. By identifying the role of cognitive bias in our decision making, we can change the way we behave, lead teams, and collaborate as an organization.

Outcomes include:

- Defining and understanding cognitive bias
- Examining the negative impact bias has on talent retention and organizational growth
- Exploring the challenges faced in reversing implicit bias and cognitive exercises to assist in creating genuine change
- Practicing a series of techniques to have difficult conversations with authenticity and improve our everyday interactions

Keynote - 60 minutes

This integrative experience highlights how implicit bias affects relationships and impacts talent retention and growth. Improv exercises help individuals gain self-awareness and allow them to reflect on how their own bias impacts their team.

Outcomes include:

- Acknowledging implicit bias and how it impacts productivity and workplace environments
- Practicing personal and interpersonal skills to address, change and reverse unconscious bias every day
- Case studies across industries on reversing implicit bias

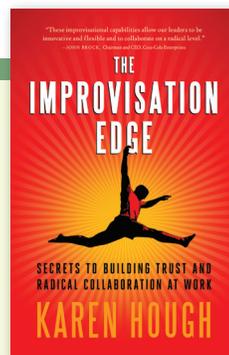
Live Webinar - 30-60 minutes

This live, interactive format allows your dispersed teams to receive high-impact learning in a short amount of time. Everyone is engaged on their call, concentrated topics are covered and questions are answered. The webinar can then be archived for future use.

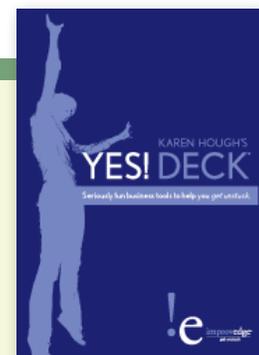
Outcomes include:

- Discovering how cognitive bias impacts productivity
- Applying tools to move past the implicit judgments we make in the workplace every day

Books



Four secrets to radically collaborative leadership and teams.



A handy deck of 29 great ideas, exercises and challenges for you and your team!



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