

The Art of Balancing Our Biases: Working together to foster inclusion

This workshop is designed for anyone that is passionate about creating an inclusive culture. It is especially helpful for leaders and managers who want to develop high performing, diverse and inclusive teams.

Aim

Most of us can say we work in organisations committed to creating environments that allow diverse talent to feel valued and included. However, even though we have managed to build teams of people with differing backgrounds, skills and opinions, the presence of unconscious bias persists, leading us to place unequal value on certain characteristics and influencing how we act and react.

Left unchecked our biases can have profound effects, particularly when they impact how we react to situations and people and how we make managerial decisions such as the people we hire, develop, let go of and promote. As a consequence, our natural human biases can dilute the true potential of the diversity we have worked so hard to create.

If you find yourself asking these questions...

- Are we getting the best out of our people and allowing them to flourish?
- Do our people understand how they can positively impact inclusion?
- Are our leaders creating psychologically safe environments where people are confident and capable to voice their opinions?

...this Masterclass will add value to your organisation.

Outline

Fostering an inclusive and diverse culture at work is down to each and every one of us, and it is about much more than hiring practices. This workshop aims to inspire and equip people to play an active role in fostering inclusion, through developing mindsets and habits that enhance everyday interactions with colleagues.

Based on the premise that no one is immune from having biases, most of which arise from our basic psychology and life experiences, it helps people to understand how seemingly divisive actions could be taken without any ill intent. It helps participants become more aware of their unconscious biases and gives them practical ways to mitigate and balance them. By adopting this positive mindset, people are then encouraged to challenge their own perceptions. We conclude with practical ways to create psychologically safe environments that help people to discuss the impact of potential bias. The masterclass also includes:

- Powerful exercises to help people understand the human and organisational impact of exclusion.
- The types of unconscious bias most prevalent in organisations and how the power of assumption, association and preference impacts our interactions with others.
- Three practices that individuals can take to foster inclusion.

Outcomes

- Understand unconscious bias and its impact on inclusion.
- Greater insight into participant's own unconscious bias and how to balance and mitigate them.
- More skilled in creating empowering conversations that foster inclusion.

Duration

3.5 hours

Delivery Approach

Online interactive session
via Zoom or MTeams

Audience

Senior Leaders, Policy Makers,
All levels of management

Delegates

Maximum Number of Delegates per
masterclass is 12

Investment Required

WME Member:
£725 + VAT

Non-WME Members:
£870 + VAT

Meet some of our Associates

WME have a team of specialists in the field of inclusion and we have worked together to create the following interventions that will help to create an increased awareness and improved practice to support Inclusion. Below are profiles of some of our associates:

Emma Rees



A commercially focused business psychologist who led the talent and leadership development agenda across multiple markets in Europe, America and Asia Pacific.

She has a track record of creating inclusive cultures and supporting organisations to adapt their ways of working to drive diversity and foster inclusion.

Passionate about creating inclusive environments, her coaching and leadership development practices help people to bring their whole selves to work. Fascinated by the power of psychometrics, she enjoys working with groups to help them understand, value and leverage the unique differences each person brings to the team.

George Smalling



George has over 30 years of experience of working within an equality framework and implementing employment resourcing, development and relations initiatives at an organisational, service and team level. During this time he has been employed in roles in both an employed and freelance capacity that have an equality specific brief. He has a successful track record of providing expert knowledge and more importantly the 'know-how' for leading, managing and facilitating employment centred equality, diversity and inclusion based interventions that can contribute to delivering outcomes which are repeatable and sustainable. George will use his experience which, when incorporated into a framework of strategic, tactical and operational actions, will result in meeting legal compliance and more importantly the aspirations for an engaged and inclusive workforce.. George has a direct and engaging style and we promise you he will not just give you the same old message or the traditional 'trainer-speak' on this topic.

Shakil Butt



Shakil has extensive senior leadership, human resources and organisational change experience particularly in the charitable sector, regarded as an expert in his field, a "thought leader", an influencer and a multi award winning director and an in-demand speaker. Shakil has judged at various HR Excellence awards and contributed to HR round tables and workshops on a range of topics from culture to inclusion.

Shakil is a board member of the CIPD and as such has been able to champion various diversity and inclusion initiatives. In 2020 he chaired 2 diversity & Inclusion sessions at the CIPD Midlands conference – one focusing on racism and the other on removing barriers in recruitment with a focus on disability.

He has delivered a variety of keynote addresses on a range of people and culture areas to senior leaders and professionals across a range of sectors. He has also delivered a number of podcasts and development programmes, including unconscious bias training to NHS Trusts and D & I training in the retail sector. He has written articles of D&I including on gender, faith, race and flexible working and these have featured in PM Magazine and HR Magazine, amongst others.

