



YOU DON'T LOOK LIKE AN ENGINEER!

A 1-Day Excursion into the World of
Potential, Performance and Unconscious Bias

TRAINING DESCRIPTION

Bias.

A positive or negative mental attitude toward a particular person, group or thing.

You've heard about it. You've read about it. You may even have participated in an unconscious bias training. But are you aware that no matter what you do, your unconscious biases will never go away? The best you can hope for is increased awareness, and a strategic plan to diminish the negative effects of said biases.

Here's why...

Our biases protect us from information overload. In any given second our brains receive 11 million bits of information. We can only process 40 bits of information in the same second. Which means 99.999996% of the messages we receive are relegated to storage in our unconscious minds.

The unconscious mind consists of the processes in the mind which occur automatically and are not available to introspection.

Unconscious. Automatic. Blind spot.

Our unconscious biases have an impact. Sometimes it's incidental, but often it's not. The words we say, the actions we take, and the thoughts we think form pathways in our brains— we call these habits, some positive and some negative. Some habits get us closer to our goals. Other habits obstruct our goals.

Beyond compliance issues, and outside the scope of Diversity & Inclusion lies an even more insidious threat to our career development—the unconscious biases we have toward ourselves.

No one wants to be discriminated against, regardless of whether it's conscious or unconscious. So what would happen if you discovered that you discriminate against yourself? That you've acquired unconscious biases that are stopping you, standing your way or sabotaging your career success?

What do you suppose would happen if you discovered that in the gap between your potential and your performance were your unconscious biases for and against yourself?

OBJECTIVES

- To understand the science behind unconscious biases , and how they are formed
- To help the participants understand how the unconscious biases about themselves are formed
- To help participants understand how their unconscious biases toward themselves may have hindered their career growth
- To create a strategic action plan to reduce workplace bias
- To identify specific biases participants have toward the people on their team, in their company and those they serve
- To encourage the attendees to pursue their biggest vision of themselves
- To explore the correlation between who you are, how you lead, and your unconscious biases
- To help participants to increase their awareness of the impact of an organization's unconscious bias on them
- To provide the tools of courageous leaders

STATEMENT OF BENEFITS

- Demonstrate to participants how their daily activities have impact and influence as a result of unconscious biases
- Increase employee engagement, which contributes to an increase in productivity, customer loyalty, and profits
- Demonstrate to participants how they can increase their accountability for their career trajectory by examining their unconscious biases toward themselves and others
- Increase confidence, which leads to better performance and higher revenue
- Assume increased responsibility for their own professional development and advancement instead of relying on the company to initiate change
- Encourage people in your organization to act more authentically so others will follow them with passion, pride, and purpose.
- Develop self-aware leaders who not only demonstrate integrity, but can also achieve measurable short and long-term results.

**Call us today to inquire about Nancy's
availability to train your team!
+1 425.429.3636**

The most energized, productive seminar I have ever participated in. I was able to accomplish more than I thought possible.

- Rick Russell

TARGET AUDIENCE

- 35-50 Participants
- High Potentials
- New Leaders
- Emerging Leaders