

# Unconscious Bias





**Language:**  
English



**Target Group:**  
HR professionals, people  
managers, members of  
appointment committees



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# Reduce Unconscious Bias to Enhance Diversity and Cultivate a Culture of Inclusion!

## What's the benefit of unconscious bias training?

Unconscious bias is the greatest enemy of belonging and psychological safety – and thus it's the greatest enemy of innovation. When you know your unconscious biases, you'll have way better control of all your business decisions. You'll see things a bit more clearly: maybe you won't hire the person who sees the world like you do and instead try out somebody who'll shake things up. You'll start listening to the colleagues you'd written off. From these choices, innovation will flow.

**By joining our workshop, you'll learn to solidify your organization as a place where everyone – regardless of their gender, age, ethnicity, religion, sexual orientation, or other facet of identity – belongs. That means they'll stick around and help you make things better.**



# Living Institute invites you and your colleagues to participate in our unconscious bias awareness workshop

You'll strengthen your teams by:

- Learning what exactly what unconscious bias is and how it affects decision making by diving into cutting-edge research from neuroscience, psychology, and sociology
- Discovering the benefits of increased diversity and inclusion for your business
- Equipping everybody with practical tools to avoid unconscious bias
- Creating customized "nudges" (i.e. behavioural changes) for specific situations and specific teams

But what is unconscious bias? This [video](#) says it all (or just read our [website](#))



# How does Unconscious Bias Affect the Organization?

**Unconscious bias breeds homogeneity** – in thought and environment – which is toxic for diversity and innovation.

People who are targeted by others' unconscious biases are more likely to feel disengaged, leave their jobs and withhold ideas (Center for Talent Innovation: Disrupt Bias, Drive Value (2017)).

It's time to shed the unconscious bias:

**Diverse and inclusive teams make better business decisions up to 87% of the time** (Cloverpop: Inclusive Decision Making 2017).

## What the Workshop Covers

The workshop is filled with entertaining and practical exercises and opportunities for knowledge sharing (all based on the latest research of course) that will illustrate what's happening in your decision making and how to stop it. We take on the following topics:

- Why diversity and inclusion are business critical
- What's unconscious bias and covering?
- How does unconscious bias training benefit your company?
- How unconscious bias affects teamwork
- Five steps to prevent unconscious bias from affecting your decision making

Before each workshop, we'll ask you to complete an online pre-survey on your experiences at the individual and company levels. We'll then tailor the content and the exercises to make sure everything's relevant to your specific situation. That way, you'll be able to start practicing what we teach right out of the door.



## References & Recommendations

*"We have greatly benefited from LIVING INSTITUTE and their facilitation of processes for our Board of Directors. They have provided knowledge and sparring for our administration as well as organized workshops for both the staff and the specialist association. LIVING INSTITUTE has inspired and motivated our efforts to improve the diversity in DIF sports."*

**Morten Mølholm, CEO, DIF**

*"You can read all the books and hear the many talks about D&I, but what I took away from this intensive training was a whole picture and a frame based on research and facts. It has given me the capabilities to move the agenda forward."*



## References & Recommendations

*“Not really knowing what to expect on a complex culture journey like this, I was struck by the quality of the final result*

*In our case the innovative and surprising result was, that instead of a set of values we ended up with 4 cultural drivers, that now has become a stronger and stronger part of our internal dialogue.*

*I’m proud of this, and proud of the recognition of the cultural drivers in our organization globally.*

*The work we did was an accelerator for us to really focus on the purpose:*

*“We work for a better world”*

*“I wish that I'd had the opportunity to take this course eight years ago when I arrived in Denmark. But today it makes so much sense to understand the underlying values and the reasons why the Danes act the way they do”*

***Darshini Vomkar, Change Management, Process Owner, Group IT, PANDORA A/S***

# About Living Institute

## EST. 2004

### Diversity Intelligence

Creating Cultures of Inclusion by introducing:  
Inclusive Leadership, Inclusion Surveys, Unconscious Bias, Gender Balance, Allyship, & Cultural Intelligence

### Faculty of 22 Specialists

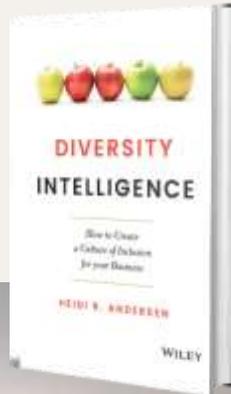
Anthropologists, psychologists, economists, social scientists & business leaders

### Our Mantra

Evidence and research-based knowledge made practically applicable

## Global Task Force

Facilitated 5.500+ diversity initiatives for more than 50,000 people in Denmark, Japan, Germany, USA, UK, China, France, Portugal, Belgium, Norway, Sweden, Estonia, Slovenia, Italy, Romania, Switzerland, Poland, India, Finland, the Netherlands, Pakistan & Zimbabwe



D&I  
Champion  
Certification



Inclusion  
Survey



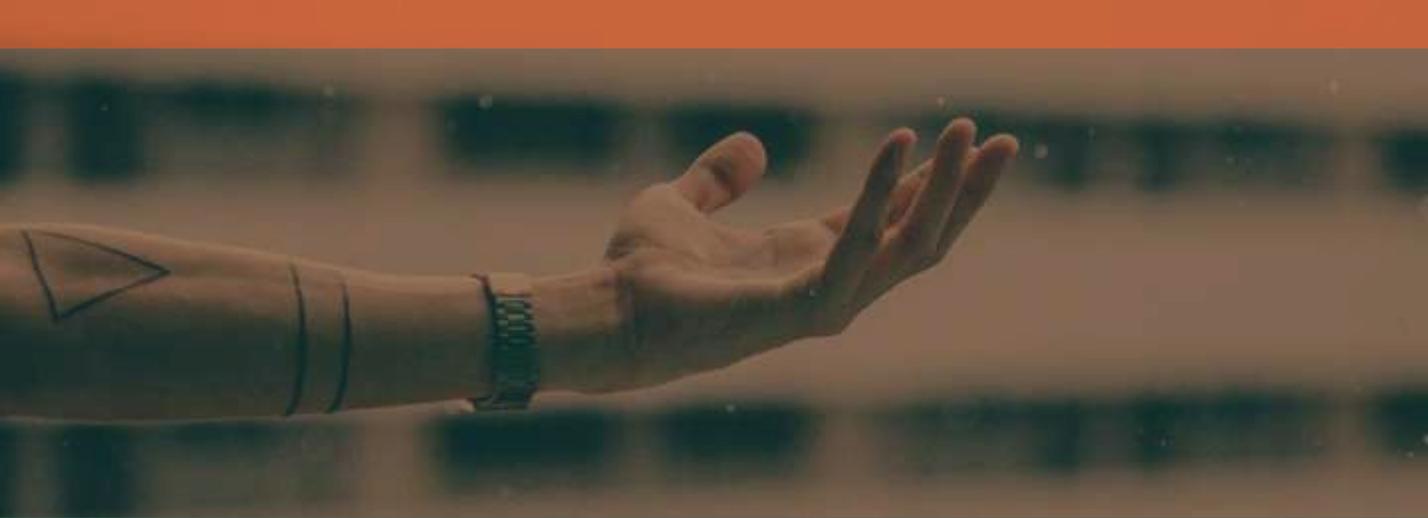
Breaking  
Unconscious  
Bias



Inclusive  
Leadership  
Programs



**Living Institute**  
Diversity Intelligence Consultancy



*Thank you for your attention*



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