



## Learning Lunches...

The perfect work/life balance.

90 minute bite-sized sessions to address your training needs in the time it takes to eat a sandwich.

### What are Learning Lunches?

It's a classic response – when times are hard the training budget is one of the first things to feel the squeeze. And when it's all hands to the pump, there's not much time to remove people from the day-to-day operation, even if you've managed to hang onto some of your budget.

Yet all the research shows that those organisations who choose to continue with their learning and development plans out-perform those who do not. Offering training to your staff underlines how much you value them, as well as developing capabilities and helping to retain your talented individuals.

Learning Lunches are our solution to help you keep vital training on the menu with negligible disruption to the operation and your finances. Our bite-sized training sessions are manageable portions of expertise, designed to fit in a lunch hour, and held at your offices.

### Unconscious bias at work

*Are you really making rational decisions? We challenge you to find out!*

*There is an increasing body of evidence to prove that our decisions are being influenced by forces outside our conscious control.*

*Our Learning Lunch will introduce you to the concept and theories of unconscious bias, plus help you understand how people are not as logical as they would like to think. We look at Unconscious Bias in the workplace and its impact in real life:*

- **How unconscious bias affects** decision making in activities such as recruitment, people development, performance management, leadership and marketing
- **Types of bias** – An exploration of exactly how unconscious bias works, plus examples of the different types of you might encounter
- **How to override natural bias** – Practical ways to challenge our own biases, consciously break habits and to do things differently
- **Practical tools** to help you combat unconscious bias

Choose from a range of topics and invite as many people as you like for just

**£750 + VAT!**

To find out more call us on 01753 373063 or email [info@ceruleanblu.co.uk](mailto:info@ceruleanblu.co.uk) to find out more about our Learning Lunches.