



## BITE-SIZE LEARNING

# UNCONSCIOUS BIAS AT WORK

**Bite-sized training sessions:** manageable portions of expertise, designed to fit in a lunch hour.

*We look forward to joining you for this bite-size learning*



## What is bite-size learning?

If times are hard, the training budget is one of the first things to feel the squeeze. Yet research shows that those organisations who choose to continue with their learning and development plans out-perform those who do not. Bite-size learning is a great way to keep on top of training efficiently and cost-effectively.

Designed by Dr Lesley Aitchison and Cerulean's team of learning & development specialists, our bite-size learning has a proven record with many organisations including top universities, charities, trusts, corporations, and councils.

## 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 bite-size learning 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.

## What do we cover?

- 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