

The impact of unconscious bias on leadership

Introduction

This course is aimed at anyone who has an interest in understanding how biases play a significant role in our everyday interactions and decision making. It is highly interactive and experiential with participants learning from each other, sharing experiences and providing mutual support.

Objectives

This course provides participants with the opportunity to challenge their own and others' assumptions and biases in order to raise self-awareness of the impact that biases play in business and social interactions. This will be achieved by:

- Understanding what biases are and how they are formed
- Building awareness of your own assumptions and biases and how they could impede your leadership
- Learning how to navigate around the biases of others in order to reach successful outcomes
- Raising self-awareness to challenge and overcome beliefs and biases
- Recognising when biases can be helpful or a hinderance in a business context and in decision making
- Understanding the neuroscience of our behaviour and how it influences leadership

Contents

A sample of what is covered includes:

Values, beliefs and biases

- Build awareness of your values and beliefs, the differences and what shapes them
- Normalise the fact that our beliefs are a product of our upbringing, environment, experience
- Introduce the notion that beliefs can be challenged and changed
- Highlight how we are influenced by socialisation
- How this influence impacts the choices we make
- How this influences how we perceive others
- Unconscious bias in our careers and how we see others
- Common biases you experience at work and at play

Leadership and self-belief

- Understand that you perceive others through your own lenses, biases and beliefs
- Increase awareness of the leadership qualities in others that inspire you
- Leadership attributes in others can only be recognised if they are present in you
- Recognise those leadership attributes in the actions you already take
- Identify when you exhibit these qualities and which ones you could use more

Our amazing brains

- Deepen the understanding of the neuroscience of our behaviour
- Normalise and open the possibility of change - Moment of Choice

- Understand the SCARF model
- Understand our own treat and reward responses
- What is holding you back

The leader and emotional intelligence

- 1st impressions and how your frame of reference and biases influence how you view the world
- Build self-awareness using the Johari Window
- Emily Sterrett's Model for EQ - how to increase your EQ
- Increasing self-awareness to improve your leadership

Our social brain and wearing other lenses

- Revisit of SCARF - build understanding of the perspectives of others and how you can influence, collaborate and potentially lead them
- Identify how SCARF influences your network and how you utilise it
- Understand your triggers and the triggers of others
- Identify ways to improve your effectiveness through SCARF analysis
- My SCARF and my bosses SCARF
- Wearing others lens

