

Conscious Inclusion

When unconscious bias training isn't enough.

Awareness of biases is important, but we also need to equip people with ways to both interrupt bias and to create an environment where differences are appreciated, and people are included. Every day we hear about incidents where unconscious and conscious biases are having an impact in our society. These situations take a toll on people and are getting in the way of productive and satisfying experiences for both employees and customers.

Conscious Inclusion helps all employees to understand their own biases and their impact on those around them to do or not do their best work. This program focuses on how to create an environment where curiosity about differences is encouraged and where inclusion is the mutual responsibility of all employees.

Overview

Businesses that seek to meet ever changing market needs must attract and retain a diverse workforce. Data reveals that greater innovation and stronger financial performance results come from organizations that are both diverse and inclusive. This means that organizations must equip their employees to create and foster an environment in which difference is welcome and diverse perspectives are sought out with intention. Only then will businesses realize the full promise of the benefits of a diverse workforce.

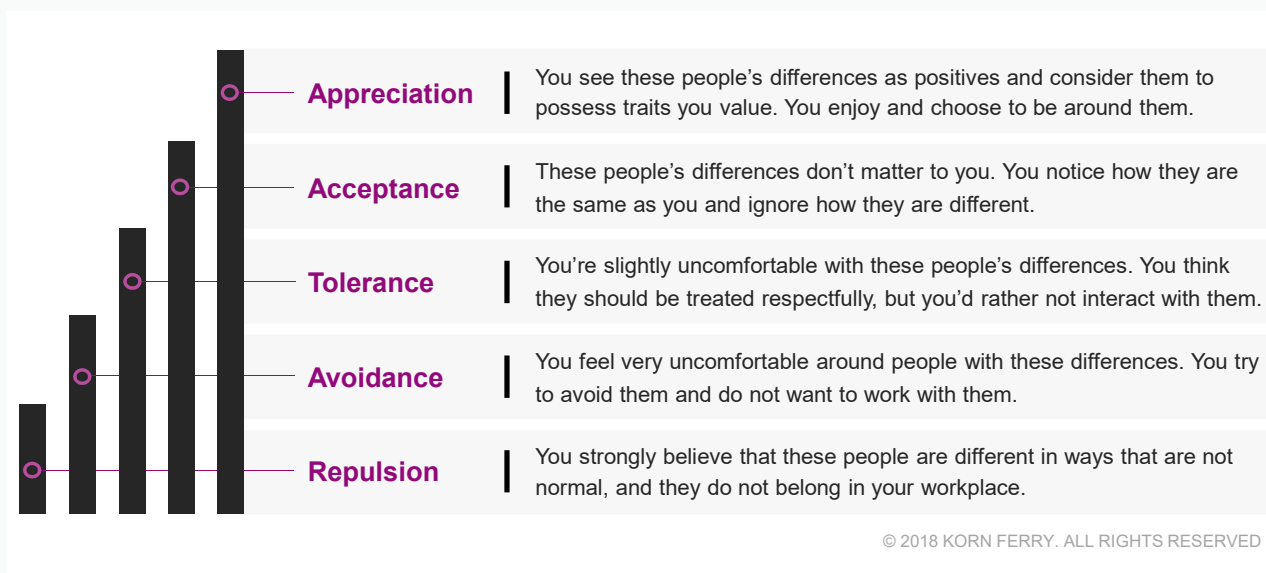
Conscious Inclusion is a program suitable for all levels of the organization and will help individuals understand their own biases and their ultimate impact on those around them. Participants will learn through a variety of experiential exercises that will help participants understand their own aspects of diversity, how assumptions show up at work, and the profound impact our reactions to differences can have on the experiences, opportunities, and types of support that individuals receive. Participants will leave the program with new awareness and specific plans to help mitigate bias in their daily interactions.

In this program, participants will:

- Examine their own biases and triggers.
- Understand the impact of bias on the experience of others and their ability to thrive.
- Explore the ways in which bias shows up daily and learn techniques to combat it.
- Plan practical actions to apply at work.

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Reactions to difference The Inclusion Scale



Participants will leave with:

- An understanding of what unconscious bias is and where it comes from.
- Enhanced self-awareness of their own blind spots.
- A personal commitment to being more intentionally inclusive.
- Tools to build authentic relationships and mitigate bias.

Modalities:

- Half day instructor-led.
- Additional modules instructor-led.
- One-hour Appreciating Differences elearning.
- Tailoring and customization available.
- Licensing and train-the-trainer available.

Learning approaches:

- Personal reflection.
- Experiential exercises.
- Animated video.
- Large, table, and paired discussions.
- Action planning.
- **Optional:** pre-work and reinforcement/application tools, additional modules for specific audiences or topics

About Korn Ferry

Korn Ferry is a global organizational consulting firm. We help clients synchronize strategy and talent to drive superior performance. We work with organizations to design their structures, roles, and responsibilities. We help them hire the right people to bring their strategy to life. And we advise them on how to reward, develop, and motivate their people.