Conscious Inclusion eLearning Program

When unconscious bias training isn't enough.

Conscious Inclusion helps all employees to understand their own biases and their impact on those around them.

Biases have an impact on our interactions every day. Each of us has a choice to be more inclusive in each of these moments. *Conscious Inclusion* will support participants to understand what biases are, where they come from, and how each of us can take action to be more inclusive. This eLearning program is a time-efficient, cost-effective, and impactful way to bring Korn Ferry's impactful diversity and inclusion (D&I) content to everyone in your organization.

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 benefitsof a diverse workforce.

This self-paced, interactive eLearning program will help learners understand the breadth of diversity, explore their own biases, see the potential impact of biases at work, and learn how to create an environment where curiosity about differences is encouraged and where each of us takes responsibility for inclusion.

At a glance:

Program summary:
- **30-minute self-paced eLearning program designed to enable participants to see how biases play out at work, their impact on people, and what we each can do to become more aware of our own biases and intentionally inclusive instead.**

Who should attend:
- **All employees.**

Program outcome:
- **Participants will leave the program with new awareness along with an approach and specific plans to help mitigate bias in their daily interactions.**

Delivery options:
- **Client or Korn Ferry-hosted on a Learning Management System ("LMS").**

Barriers to understanding biases

- We're aware of some biases (e.g. preferences & dislikes).

- We're unaware of unconscious biases.

Each of us has a **unique set of biases**. It's important to recognize **biases can impact our behavior** towards others.

Session details

Participants will learn how to:

- Describe unconscious bias, why it happens, and the potential negative impact on others.

- Increase awareness of our reactions to differences and understand how they affect our behaviors.

- Recognize when behaviors are less than inclusive and how to intentionally INCLUDE using a simple framework.

Topics and themes covered include:

- Broad range of differences from physical dimensions of diversity, to cognitive dimensions, occupational, societal, relational, and values.

- The science behind bias.

- How bias shows up at work.

- Reactions to differences and how they influence our treatment of others.

- Impact of our treatment of team members on their ability to do their best work.

- How to apply the INCLUDE approach to be more consciously inclusive.

Progam format:

- Client or Korn Ferry-hosted on a Learning Management System ("LMS") - a multi-media (containing audio, video, animation, activities), Web based, self-pace eLearning program which includes bookmarking. This course is compatible with all major Web browsers, PCs, MACs, and iOS or Android Tablets. The program meets the basic 508 compliancy requirement.

- Includes: glossary, journal with key learning content, printable action plan, insight tool.

Learning approaches

- Personal reflection and insight tools.

- Interactive exercises.

- Animated & case study videos.

- Skill practice and application.

- Personal commitment to start, stop, or continue key behaviors

Organizations must equip their employees to create and foster an environment in which difference is welcome and diverse perspectives are valued and sought out with intention.

About Korn Ferry

Korn Ferry is a global organizational consulting firm. We work with organizations to design their organizational structures, roles, and responsibilities. We help them hire the right people and advise them on how to reward, develop, and motivate their workforce. And, we help professionals navigate and advance their careers.