



BEYOND BIAS™

Moving From Awareness Into Practical Application for Individuals and Organizations

Stage Setting

Understanding and working toward eliminating bias is an admirable goal for anyone, but especially for leaders. Leaders make decisions that change lives. They decide who is hired, promoted, or dismissed. They decide where to invest funds, when to bet on new ideas, and what the future of their organizations will be. Because of this, bias is a leadership liability.

The quickly escalating globalization and diversification of the workforce, coupled with the increased social demand for justice, equity, diversity, and inclusion has made understanding bias critical for anyone with leadership aspirations or responsibilities. Fortunately, there are things that leaders can do to not only increase their awareness of bias in their lives, but break the habit of unchecked bias.

CHALLENGE

What does it mean to have bias? Bias is a preference (intentional or unintentional) for or against a specific individual/group. Bias is often implicit or unintentional, and occurs as a result of routine mental shortcuts that occur in our brains. Because of this, it's possible to have bias without being fully aware of it. Yet, unintentional bias can still have very real consequences, including inaccurate beliefs, unfair treatment of others, and/or unfavorable reactions.

SOLUTION

Beyond Bias™ is a scientific and application-based approach that helps leaders not just identify, but overcome current bias habits to provide more equitable, diverse, and inclusive leadership. Impactful leaders recognize that understanding and intentionally navigating biases are critical to their ability to transform not only themselves, but their teams, organizations, and communities.

This powerful solution is for leaders at all levels of an organization looking to equip themselves and their organizations with the understanding and tools needed to redefine bias beliefs and behaviors to create positive, sustainable change. Find the Beyond Bias offering that works best for you.

BENEFITS

Our **Beyond Bias** leadership solutions guide participants through an insightful process of acknowledging their own biases in an engaging and psychologically safe environment, while also providing leaders with the resources needed to change the impact of bias on their teams and organizations.

Beyond Bias is delivered in multiple modalities to fit your organization's style:

MODALITY	DESCRIPTION
CUSTOM MODULE	<p>Engaging development experience that guides participants through the process of acknowledging their own biases, and offering:</p> <ul style="list-style-type: none">• Resources needed to change the impact of bias• SCRIPT™ Toolkit• Leaders create a personal, practical, and effective blueprint for moving beyond bias and into action• Custom modules can be used alone or with other programs
ASYNCHRONOUS ONLINE PROGRAM	<p>Create a common mindset, skillset, and language to equip leaders with a toolkit to break habits of implicit and unconscious bias:</p> <ul style="list-style-type: none">• 12 hours of virtual learning over 4 weeks• Moderated by a CCL facilitator• Scientific and application-based approach helps leaders to transform current bias habits• Deepen your understanding of and insight into the content through open dialogue leveraging the power of social learning
GUIDEBOOK	<p>Our guidebook is a reference tool for employees and managers at all levels to reinforce learning and retention. It offers:</p> <ul style="list-style-type: none">• Quick, easy-to-read format• Practical advice on overcoming bias• Uses SCRIPT™ Toolkit• Long-term reference tool

KEY FEATURES

Beyond Bias guides your team through a process of recognizing and acknowledging their own biases in a psychologically safe environment, while also providing resources leaders need to address bias and improve their leadership effectiveness with their teams and organizations. You'll walk away with actionable steps using our SCRIPT™ Toolkit.

Developed through theory and practice, our SCRIPT™ Toolkit provides leaders with applicable tools and strategies for managing bias. Through an easy to remember acronym, participants will learn techniques to apply in their workplace and daily lives.

Our answer to conventional bias training, Beyond Bias™ will enable you to:

- Understand what bias is and how—if left unchecked—it can lead to prejudice, discrimination, and stereotypes
- Apply the SCRIPT™ Toolkit to break the habit of bias
- Mobilize stakeholders to dismantle systemic bias
- Build a community of accountability
- Commit to an action plan

Beyond Bias provides you with solutions that can help counteract bias and effectively drive change, both personally and professionally.



ABOUT CCL

The Center for Creative Leadership (CCL)® is a top-ranked, global, nonprofit provider of leadership development. Over the past 50 years, we've worked with organizations of all sizes from around the world, including more than 2/3 of the Fortune 1000. Our cutting edge solutions are steeped in extensive research and our work with hundreds of thousands of leaders at all levels.

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