



Delta Concepts, Inc.

SCOTT HORTON & ASSOCIATES

Workshop/Webinar Offering: Foundations of Unconscious Bias

Brief Overview: In this virtual or in person presentation which is fast paced, interactive, informative and entertaining, participants learn the foundational concepts of Unconscious Bias: how bias is formed, how it “shows up” in our lives and work, and how to mitigate the impact of it in our decision making at work.

Interactive Workshop Highlights:

- 1) People Watching- How do our biases cause us to “size people up” before we even know the person? We form, on average, 11 impressions about another person within the first 7 seconds of meeting them, including whether they are warm/cold and competent/incompetent. This activity explores and explains this dynamic.
- 2) Unpacking our Invisible Knapsack- Where do our “filters” on the world and others come from and why do we all see the world through unique lenses?
- 3) Mindfulness and Listening- We can improve our inclusive decision making by practicing these two skills. The workshop creates the opportunity for learners to practice a few techniques to clear the “fast brain” where our biases exist and to focus through “Listening with Ting” to another person.

Other Content Highlights covered in this presentation include:

- 1) The basic neuroscience foundations of Automatic/Deliberate Brain, projection, selective attention, implicit association and stereotyping; explained through “brain games”, TV commercials, and fun video clips, as well as mini-lectures and story telling by our team of experienced consultants.
- 2) Workplace and talent management based research studies that prove the prevalence of unconscious bias in organizations and society.
- 3) An invitation to explore Project Implicit and to take some of the UB tests on the Harvard University hosted web site www.ProjectImplicit.org and six tips to impact and change the unconscious biases we all hold.

Audience for this Presentation:

- 1) Perfectly suited for large audiences at all hands meetings, leadership development programs and conferences
- 2) Appropriate for all organizational levels and especially individual contributors thus enabling managers who have attended our four-hour workshop, Inclusive Leadership, to discuss bias and inclusion with their teams. This program is effective with mixed level audiences, as well.
- 3) This is a great companion to Inclusive Leadership. Managers who have attended IL will receive reinforcement of their previous learning and they will only repeat ONE activity from their leadership workshop. Managers who are yet to attend IL will be enticed to enroll.

Logistics:

- 1) For in person sessions, any room set up, but table rounds or rectangles work best for some of the group and paired dialogues.
- 2) For in person sessions, projector and screen(s) and sound system
- 3) Lavalier microphone for groups of larger than 50
- 4) This program can be delivered in either **90 minutes or two hour formats**
- 5) We deliver these seminars in the ZOOM platform, **max audience of 200 people**

Want to know more?

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