

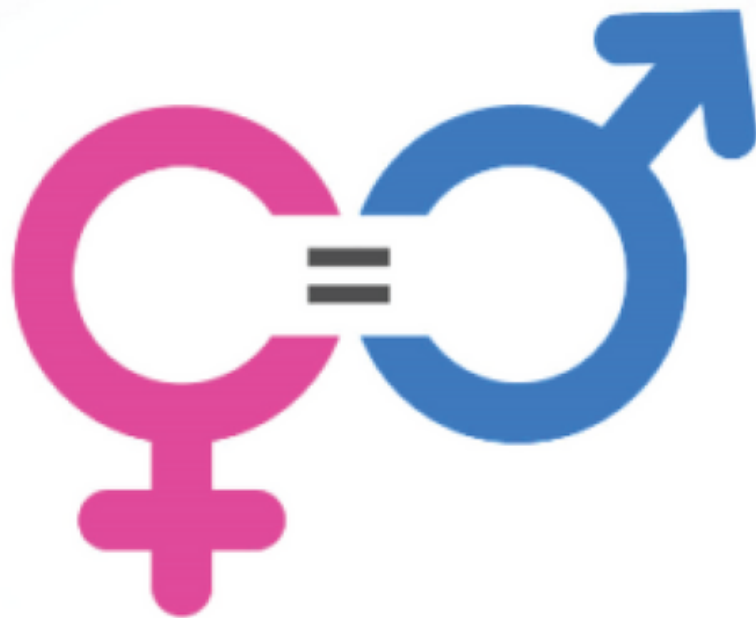


**EQUALISER
FOUNDATION**

UNCONSCIOUS BIAS

IS A BIG OBSTACLE OF INNOVATION!

These trainings were developed by the Equaliser Foundation, to help grow diversity and inclusion at work and in life, for supporting leaders who would like to manage successful teams.



Unconscious bias

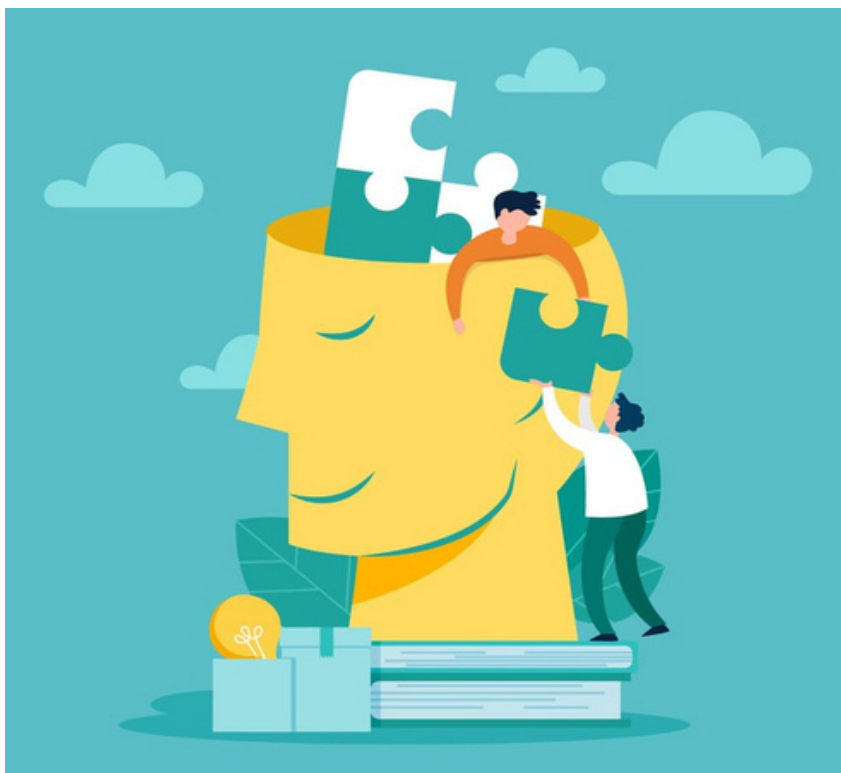
The Psychological Background

Everybody has biases and prejudices and some we know of, some are hidden even from ourselves. But our actions, our feelings, our reactions often give them away. It is great if we detect them, but most often only others notice them, leaving us to stay in an unhelpful position.

Stereotypes we inherit or develop as a result of experience are important in our everyday lives. The ability to make quick, split second decisions based on thinking in schemas can save lives. But we encounter many important situations that would require analytical, careful thinking mechanisms.

We must acknowledge and recognise these situations so our unconscious biases cannot work against us. Only if we can ensure this, can we achieve fulfillment in our roles, and can let other people be fulfilled in their roles.

We need to make ourselves aware of these situations, so the hidden biases do not work against our interest. If we manage to bring important and serious decisions overcoming our biases, only then we will be able to fulfill our human potential and can let and help other people fulfill their potential. We otherwise risk that only the traditionally predetermined opportunities are available to us and to our organisations.





Our Courses for Companies

Tailor made for the target group

The lack of diversity in our lives can be detrimental to our success. Not to mention that innovation is now proven to be highly dependent on inclusion and diversity, as diverse groups can more efficiently solve complex problems than homogeneous groups.

Today the biggest and most successful companies in the world are regularly training their employees on unconscious bias and on how to avoid its negative effects on decision making.

Companies that have diverse management had a 15% better chance to surpass the financial success of the national industry average, and can enjoy almost double the revenue share of innovative products in their portfolio compared to companies with below average diversity scores. By 2025 almost 75% of the workforce will be from the Y generation, who claim that they are 83% more loyal to their employer, if that is inclusive and diverse. The stakes are therefore high!

We believe that the best trainings are individually tailored to the target group. This is why we developed our own trainings that we always tailor for your needs.

For a modern, 21st century manager the following things are crucial:

- Fair, bias free decisions,
- The ability to attract and keep the right talent,
- The ability to create an inclusive company culture
- The ability to get the most out of the team

Our Courses for Companies

For all needs



Unconscious bias basic

Participants will learn about the qualities of their hidden biases and also obtain some tools for combating the negative effects of our hidden biases.

Duration: 0,5 day | Price: 1200 euro



Unconscious bias advanced

This is a one day course where the participants become aware of their unconscious biases, will understand why and when did they develop, what their evolutionary purpose is, and how they can hinder a leader's and it's organisation's success today.

They can obtain strategic knowledge that will enable them to integrate the benefits of diversity and inclusion keeping in sight the economic and financial interest of their organisations.

Participants will learn theory and practical applications alike.

Duration: 1 day | Price: 1700 euro



HR Programme - Unconscious Bias Training

Our HR Programme is specifically developed to train colleagues working in the HR area to recognise their biases, to understand them and eventually to spot them in colleagues. It aims to decrease the subjectivity of the search and recruitment process through displaying the skills necessary for objective hiring procedures.

Duration: 2 days | Price: 2900 euro

Our Courses for Companies

For all needs



Inclusive Manager Training

Participants will become aware of their unconscious biases, will understand why and when did they develop, what their evolutionary purpose is, and how they can hinder a leader's and its organisation's success today. They can obtain strategic knowledge that will enable them to integrate the benefits of diversity and inclusion keeping in sight the economic and financial interest of their organisations.

Participants will leave the training with a personal strategy.

Duration: 2 days | Price: 2900 euro



Inclusive Communication Training

One of the most important elements of effective leadership is the transparent and open communication with the team members. Our own honesty and transparency as leaders, will show the example to our team members.

Exceptional leaders are able to change their interactions, their communicational style to suit the situation and the personal expectations of colleagues they are dealing with.

If you would like to become a leader who is liked and followed by its team, you cannot miss this training.

Part of the training is to develop a personal action and evaluation plan that is based on business strategy, personal competences and developmental needs.

Duration: 2 days | Price: 2900 euro

***"Surely, I might be an idealist,
but I believe that in the next
30 years, we can achieve
spectacular, tangible and far-
reaching results in terms of
equal opportunities for women
and men."***

***Edina Heal,
Founder and leader of
the Equaliser Foundation***



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