ICML
INSTITUTE FOR COMMUNICATION MANAGEMENT AND LEADERSHIP



HR AND WELLBEING

Unlocking Unconscious Bias

Recognise and manage unconscious bias in everyday decisions.

WHO IT'S FOR

Employees and managers who make or influence decisions about people.

DURATION

3 hours, or tailored to your needs

FORMAT

On-site: we come to you, virtual or hybrid.

PARTICIPANTS WILL DEVELOP THE SKILLS TO

- Explain how unconscious bias shapes everyday decisions
- Spot their own biases and the situations that trigger them
- Slow down and test first impressions before acting
- Apply simple checks to hiring, feedback and promotion decisions
- Raise bias in meetings and teams in a respectful way
- Build everyday habits that make workplace decisions fairer

ABOUT THIS PROGRAM

Unconscious bias training shows people how quick mental shortcuts shape who gets heard, hired, promoted and trusted. Teams notice it when the same voices dominate meetings, when shortlists look alike, or when a first impression colours a performance review. Participants learn to spot their own patterns, slow down at the moments that matter and apply simple checks to everyday decisions. The program is built around your organisation's processes, so people leave with fairer habits they can use in recruitment, feedback and day-to-day teamwork.

Tailored to your organisation

We build in your recruitment, performance and promotion processes, your values and the language your people use. We also run unconscious bias training for managers as a dedicated group, with examples from the decisions they make most often.

> "Justine was absolutely lovely! The training was fun and informative and I feel like I learnt a lot!

Royal Victorian Eye and Ear Hospital – Victoria

Talk to us about this program

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Enquire online