

Unconscious

UNDERSTANDING
BIAS TO UNLEASH
POTENTIAL

Bias





ADDRESSING BIAS LETS YOUR PEOPLE THRIVE

Diversity, Equity and Inclusion are foundational to our transition to becoming an enkelfähig organization. A diverse working environment where all employees are treated equally, feel safe enough to share their voice and see and feel they have the opportunity to progress and develop within Haniel is key to our progress.

Leaders needs to own this responsibility and begin the transition by reviewing their own biases and how this holds themselves and others back. Building a culture that exhibits these attributes will require leaders to become aware of their biases and learn to address them and their potential consequences.

Leaders need to have the empathy and curiosity to understand different biases and the courage to address them within their teams and personal behaviours.

Unconscious Bias is the beginning of this journey. It enables leaders and individuals to gain understanding and awareness of their own behaviours and beliefs. This awareness gives insight into the impact of these biases and we can then build strategies to address those which have potential negative outcomes on our behaviours and culture.

These actions will contribute to building a truly engaged and valued workforce where difference is seen as an advantage.



WHAT IT'S ALL ABOUT

TARGET GROUP

All leaders, project managers and individuals working with teams that recognise constraints in performance and collaboration due to a lack of respecting, including and valuing differences.

LEARNER'S OBJECTIVES

- Recognize the impact of bias on behaviors, decisions and performance.
- Increase empathy and curiosity in personal interactions to surface and explore bias.
- Commit to actions to address the biases that limit individual performance and the performance of others.
- Show courage, to boldly challenge past biases that constrain performance.

FORMAT

1-day virtual delivery with face-2-face delivery available upon request.
Train the trainer available for Team or Department adoption.

LANGUAGE

English initially, German following later
(other languages are available for train the trainer option)



HOW IT IS ORGANIZED



Registration Process

There is two ways how you can run this program:

Customized Program

Are you interested to run this program with your team or in your function/area? That makes total sense – all you need to do is contact us and we'll find the right format and time for the training!

Open Program

Are you an individual and simply want to sign up for the training, while learning together with others from the Haniel Group? Please register by filling out the form on our website haniel.de/academy.

Dates and Time

We offer a pilot training in 2023. If there is demand we will add further dates. The virtual training will take place from 9 am to 5 pm (CET) including breaks.

Thursday, January 26, 2023

Costs

Pilot is for free (training costs are 300 € net costs per participant for the virtual training)

Costs for customized programs will vary, depending on the individual requests.

Contact Persons



Nomination & Organization

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Do you want to become a facilitator?

The train the trainer process allows teams and departments to deliver the learning to entire audience, in the language you want, at the cost you can afford, with the level of customisation that suits your team, department, division or organisation. If you want to become a facilitator, please reach out to us!

Train-the-Trainer Process



1. Attend the program as a participant
2. Review trainer notes and facilitator videos and support content
3. Attend a train the trainer process, virtual or face to face
4. Deliver first program with coaching.
5. Review feedback and agree on next steps with you coach
6. Annual training review to maintain train the trainer status.

