

INCLUSIVE LEADERSHIP FORUM

Available as a private forum for your team and as a public forum in some calendar years.

In partnership with FranklinCovey, Anderson Center is pleased to be able to offer a forum that is built around FranklinCovey's newest offering, Unconscious Bias: Understanding Bias to Unleash Potential.

In this one day forum, we will explore bias. A bias is a preference for or against a person, place, or thing. But unconscious bias leaves us unaware of potential harm, resulting from biased thinking. As we understand bias, we can address it to create a culture in which everyone thrives. To do so, we must:



- *Identify Bias* where it shows up in our own thinking and in our workplaces.
- *Cultivate Connection* with those around us to expand our understanding and improve our decision-making.
- *Choose Courage* as we engage with care and boldness in addressing biases that limit people and constrain performance.

Every day, your people are faced with countless bits of information while making decisions that range from the pragmatic to the strategic. And they do so while working with increasingly diverse teams and stakeholders. As they confront more and more information and have to act quickly while considering varying perspectives, your leaders and team members are primed to rely on biased thinking. Why? Because unconscious biases are how our brains compensate for overload. But bias can also inhibit performance and lead to poor decision-making. So how do we counteract the potentially harmful impacts of unconscious bias? How can we create a workplace in which everyone feels valued and able to offer their best?

An action plan for development and improvement will be created during this forum.

DISCUSSION LEADER



Andrea Caldwell
Facilitator

Andrea Caldwell has a passion for innovation, coaching and developing others. Andrea is a results-driven professional with over 20 years of experience in employee development and sales management. She has worked in the automotive, industrial supply, data storage and marketing industries. Prior to coming to FranklinCovey, she was the Director of Learning and Development at Valassis, in Livonia Michigan. Andrea has worked with all levels of leadership and holds facilitator certifications from multiple leadership content providers. Andrea has a Bachelor's degree in Communications and Master's degree in Market Research, both from Florida State University.