

SOLUTION OVERVIEW



Breaking Thru Bias™

From our thought leaders at **Ocean Beach Consulting**

Inspiration, skills and tools to help you combat bias and to influence positive change when bias appears

What might happen if we all got better at recognizing bias and influencing positive change when we notice it at play?

Our implicit assumptions that lead to bias have been practiced over a lifetime. It is unrealistic to believe that training programs focused on self awareness and self management will be enough to change these deeply rooted patterns. Reducing the impact of implicit biases that minimize others will only occur if we all learn to influence change within the realities of bias.

It is easier for us to see bias at play in others vs. in ourselves. That is why it is called implicit bias. What might happen if we got better at recognizing bias and influencing positive change when we notice it at play? How do we keep bias in check? How do we influence change when we often don't see our own biases? *Breaking Thru Bias™* provides you with a framework for how to influence change when bias occurs.



BREAKING
THRU BIAS™

Implicit bias is not easy to fight. *Breaking Thru Bias* is a **development journey** that will **educate** you on how bias happens, **inspire** you to take action to influence positive change and **provide you with the skills** to adapt, educate and engage when you experience and hear biased comments that negatively impact others.

- How do we influence within the realities of bias?
- How do we influence positive change in a world filled with implicit bias?
- How do we keep bias in check?
- How do we reduce the negative impact of bias?

Biased comments and actions are usually completely unintentional. Our ability to influence when bias occurs creates the possibility for change. When you see it... what do you say and do?

Key Outcomes

- Understand **how** biased thought and actions occur or **where** bias comes from.
- Learn a framework for choosing your best **response** when bias is at play.
- Understand what it takes to **influence change**.
- Develop skill in **communicating** and acting in a way that influences change when experiencing or observing bias.



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[View a replay of our webinar with Kelly Dozois, creator of Breaking Thru Bias](#)

Learning Approach

- **Self-paced modules** followed by an engaging **2-hour instructor-led live session**, with the option to add on follow-up and reinforcement activities.
- Time-efficient, engaging **learning journey** distributed via a learning portal
- Creates a proactive, positive learning experience by neutralizing the stigma of bias and providing **a framework** for influencing change that is easy to understand and apply
- **Engaging design** takes participants through self-awareness steps, interactive polling, and virtual small group discussions and practice sessions
- Creates **a psychologically safe environment** for exploring bias and strategies for responding to bias when it occurs
- Appeals to **all learning styles** and engages everyone
- Accommodates 12 to 100 participants in a single 2-3 hour workshop
- Potential for **custom learning journey** and **practice scenarios** that reflect company-specific cultural realities, organizational work environment challenges, key inclusion goals, etc.
- **Train-the-Trainer** options available

For additional information about *Breaking Thru Bias*, visit [Advantage Performance Group](#), call us at (415) 925-6832 or email contact@advantageperformance.com.

Explore our mini learning journeys and other complimentary resources at apg1.us/free.