Building Inclusive Organisations

What Works, What Doesn’t and Why

Wallacespace @ The Den
18 Clerkenwell Green, London, WC1H 9PN
Monday 9 May 2016
Through interactive presentations, discussions, and activities, this seminar will provide you with the latest research insights and tools on building inclusive organisations.

The seminar will bring to participants the latest research and approaches on –

- How judgements and decisions are the product of both conscious and unconscious processes and how personal mindsets, stereotypes and institutional cultures can lead to unconscious bias and to suboptimal decisions in many areas, including diversity and inclusion, change initiatives, safety and operational performance.

- The prerequisites for targets (or quotas) to deliver greater numbers of women and minorities into senior roles.

- Why leadership teams still lack diverse participation.

We will address why diversity and inclusion initiatives have failed to change the composition of top teams and what can leaders do to create a more inclusive workplace for all employees - no matter their age, rank, gender, culture, beliefs, or sexual preference.

Evidence based research is fundamental for setting metrics, goals and strategies for sustainable diversity and inclusion performance.
The seminar will cover the following content –

- **Unconscious Bias**: It’s impact on effective decision making.
- **How personal mindsets and institutional cultures can lead to bias and to suboptimal decisions.**
- **How to effectively manage the overt and covert exclusionary behaviours of others.**
- **How you can help to create a diverse and inclusive culture in your organisation.**

**Pricing –**

<table>
<thead>
<tr>
<th>Ticket Type</th>
<th>Price</th>
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<tbody>
<tr>
<td>Early Bird Ticket</td>
<td>£ 160</td>
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<tr>
<td>Single Ticket</td>
<td>£ 200</td>
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**Who should attend?**

- Human Resources Professionals
- Diversity & Inclusion Managers
- Managers & Team Leaders
- Diversity & Inclusion Committee Members
- General Managers

**Agenda (9th May) –**

<table>
<thead>
<tr>
<th>Time</th>
<th>Session</th>
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<tr>
<td>09:30 – 10:00</td>
<td>Registration and Coffee</td>
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<tr>
<td>10:00 – 10:20</td>
<td>Welcome</td>
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<td>10:20 – 12:15</td>
<td>Unconscious Bias</td>
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<td>12:15 – 13:00</td>
<td>Networking Lunch</td>
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<td>13:00 – 13:45</td>
<td>Panel Discussion</td>
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<td>13:45 – 14:00</td>
<td>Review (Q&amp;A) and close</td>
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Robert Wood is Director of the Centre for Ethical Leadership and a Professor of Organisational Behavior at Melbourne Business School and Honorary Professor Florey Institute of Neuroscience and Mental Health. Robert has provided advice, designed, developed and delivered programs and in the areas of unconscious bias, diversity and inclusion, ethics, and adaptive leadership in many Australian and international corporations. He is a fellow of several scientific academies, and was a member of the Prime Minister’s Science, Engineering and Innovation Council Expert working on transforming learning in society. He has served on boards and is currently a member of the PwC's Diversity and Inclusion Advisory Council. Robert is one of Australia’s most prolific researchers, with work regularly featured in internationally peer reviewed journals.

The Centre for Ethical Leadership
www.cel.com.au

Founded in 2010, the Centre is focused on advising organisations and leaders on the creation of inclusive and dynamic work places.

Our business model is based on providing independent advice and using our cutting edge research to create value for organisations.

We are a leader in the development of diagnostic tools - such as Cognicity and Diversity Scan - used to collect data for the creation of tailored and high impact