



ACTUALIZING PROFESSIONAL DEVELOPMENT SERIES®



MID-YEAR LEADERSHIP CONFERENCE

Unconscious Doesn't
Mean Inconsequential:
Understanding Unconscious Bias
And Its Consequences



Presented by

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Entelechy Training
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Moving From Possibility To Reality.....

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Learn & Grow



Welcome

If you and your colleagues were better leaders, more Inclusive leaders, what else would get better?



The Inclusive Leadership Advantage



____X
More likely to anticipate change & respond effectively

____X
More likely to be innovative

____X
As likely to meet or exceed financial targets

____%
More likely to capture a new market in the past 12 months

____%
More likely to improve market share in the past 12 months

Removing The Confusion

Diversity: _____ the full gamut of human differences.

Equity: Treating people fairly, distributing resources based on _____ of recipients.

Inclusion: The experience of _____ resulting from being actively invited to contribute.

<p>Leadership Axiom</p>		
<p>“What you _____ becomes more”</p>	<p>“What you _____ will soon take over”</p>	<p>“What you _____ will change”</p>

Dysfunctional Itinerary



Consider the Complexity



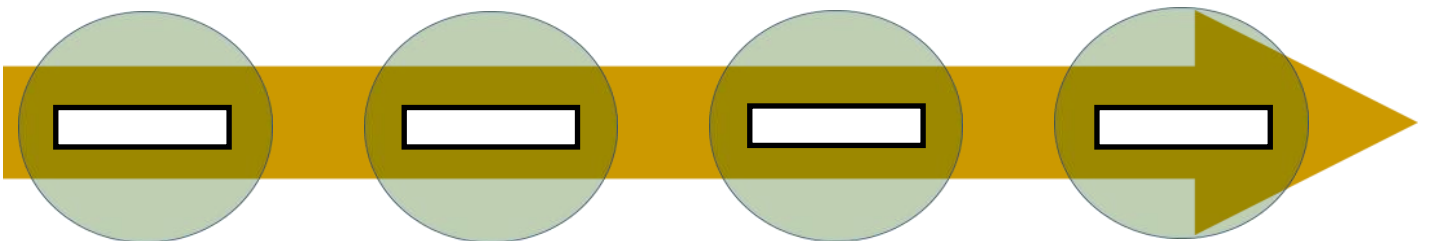
- ___ Brain
- ___ Billion Neurons
- ___ Trillion Connections
- ___ MPH Spinal Transmission

The **unconscious** processing capabilities of the human brain are estimated at roughly _____ pieces of information per second. Compare that to the estimate for **conscious** processing: about _____ per second.

7-11 Rule



In the first _____ of interacting with a stranger, we will make, on average, _____ about that person.



Pay Attention To What Surprises You

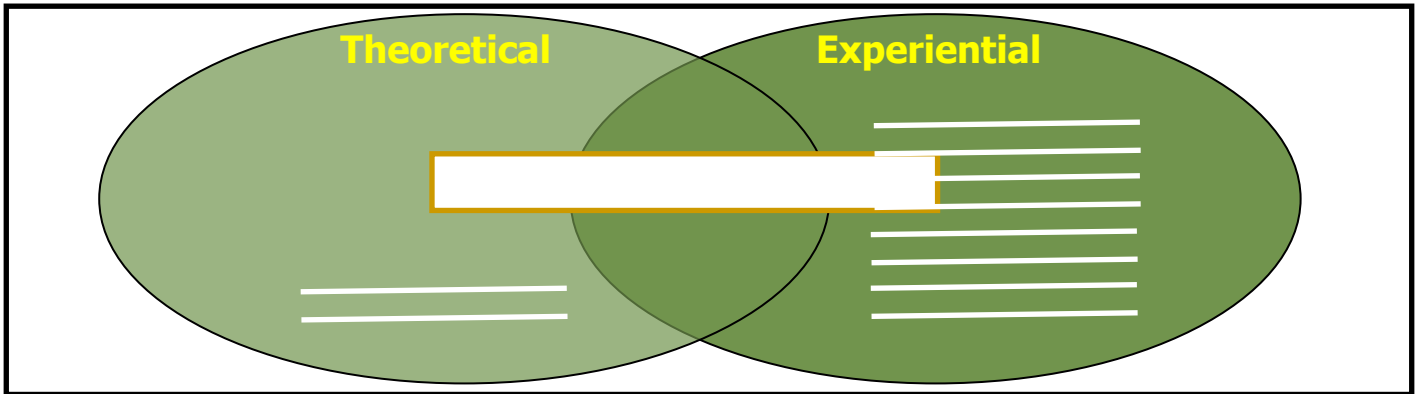
Surprise is the evidence that your expectation and your experience aren't in alignment. Remember, you can never be surprised by what you expect.

"Unconscious Doesn't Mean Inconsequential"

Quotable



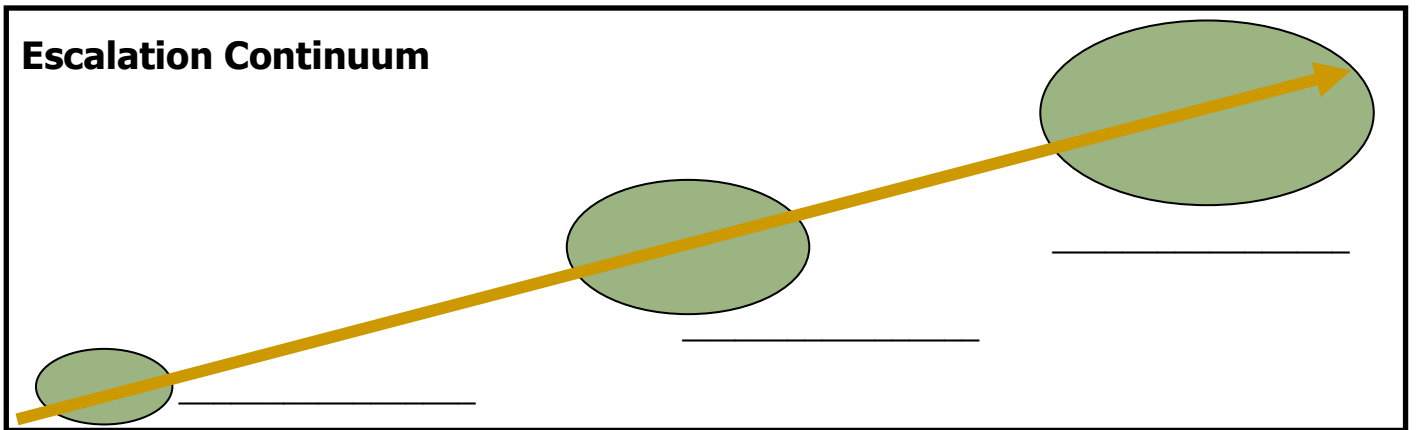
"A common environment is no guarantee of a common experience."



Member of Non-Dominant Culture

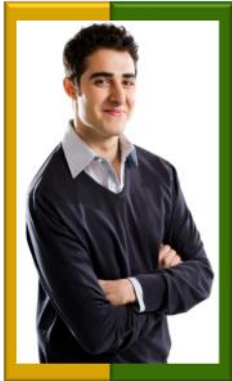
Member of Dominant Culture

Escalation Continuum



Difference Making Questions - What are you experiencing that may...

- 1 represent a _____ to you making your maximum contribution?
- 2 leave you feeling _____ from our team?
- 3 give you the sense of having to _____ harder than others?

“Unconscious Doesn’t Mean Inconsequential”**Strategies For Inclusive Leadership****Educate yourself about demographic differences & issues.**

Understand the differences accounted for on your team and the dynamics accompanying those differences.

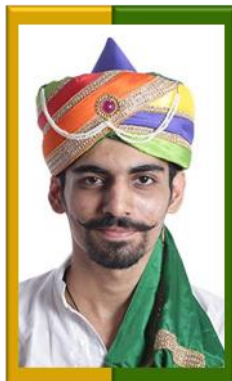
**Make Respect A Priority**

People will always perform at a higher level when they feel valued and respected

- What are the behaviors that connote respect to you?

**Avoid the trap of stereotypes**

Don't judge people or pigeonhole people based on their differences. Remain open to learning who the individual is and how he or she can contribute.

**Encourage team members to expand their comfort zones**

Lunch groups, Background on holidays, Share appreciation of competence.

**Create an environment that supports diversity of styles and problem solving.**

- Be respectful and intentionally inclusive of differences.
- Use agendas for meetings
- Use a “round robin” check ins