



# Human facets

THE LEADING GLOBAL INCLUSION, DIVERSITY AND  
UNCONSCIOUS BIAS PROFESSIONALS

*Raising the Unconscious to Consciousness*

## Adjusting Your Mirrors: Managing your Blind spots

Would you like your organization to be more inclusive? Do you want to know how to engage and involve your leaders in order to achieve an inclusive culture?

We can provide you with both individual and collective metrics that will compel and persuade your leaders and key stakeholders to take ownership for the Inclusion culture change process.

### **Leverage your diverse talent, ensure the impact of your unconscious biases are minimized and embed an inclusive environment**

For the past decade, large organizations have spent time and money on diversity and global inclusion training; yet the majority of them have still been unable to fully overcome the challenges of the revolving door and the glass ceiling.

Led by Dr. Helen Turnbull, Human Facets and our team of international consultants, we will help your organization:

- Challenge the illusion of inclusion
- Provide compelling metrics to persuade top leaders of the case for action. We have three online assessment tools to provide real time measurements.
- Create an environment where diversity of thought and differences are valued
- Address issues of “covering” or stereotype threat in order to maximize diverse talent inputs
- Create a culture where all people can bring their best selves to work
- Attract and retain talent that reflects the globally diverse marketplace.



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*Founder and CEO*



Explore our customized Unconscious Bias and Inclusion solutions for your diverse/global workplace  
Contact us directly at (954) 370 6343 for more information. Or, email us at [admin@humanfacets.com](mailto:admin@humanfacets.com)

## Adjusting Your Mirrors

Consciously Addressing Unconscious Bias: A four step process

- Video (18 minutes) will focus on what unconscious bias is, where it comes from, how bias influences us all, and cutting-edge research on how bias impacts on the decisions we make in the workplace.
- Each leader completes Cognizant, an Unconscious Bias online assessment tool (20 minutes) to identify the individual's patterns of bias. (Customized for each client).
- A one-on-one confidential feedback session (face to face or by telephone) conducted by a Human Facets expert on Unconscious Bias is provided for each leader (45 minutes – 1 hour) to deliver personal results on Cognizant Assessment and to formulate a personal development plan
- Workshop (4 hours) focuses on Unconscious Bias and the group profile from Cognizant (highlighting the collective impact of the leadership group's patterns of bias) and engages leaders in exercises and strategies to manage and overcome bias designed to begin the journey of leveraging a more inclusive work environment.

## Inclusion Matters

Inclusion Skills Building and identification of skill gaps:

A three step process \* Our latest workshop is the Gender Acumen Matters workshop and assessment tool – The Gender Gap Assessment

- ISM Profile – Self Assessment or 360 Degree skills assessment, including Diversity Sensitivity, Integrity with Difference, Interacting with Difference, Valuing Difference, Team Inclusion, Resolving Conflict over Difference and Embedding Inclusion – 15 minutes online
- Self-Assessment reports and 360-Reports are available to the participant immediately on completion of the ISM Profile
- Optional – A one-on-one confidential diversity feedback session (face to face or by telephone) by a skilled Diversity coach is provided for each leader (45 minutes to one hour to deliver results from ISM profile (optional) Individual reports are available immediately
- Inclusion Matters Workshop (3 hrs) focuses on the group profile from ISM Profile (highlighting the collective impact of the leadership group's skills and skill gaps) and engages leaders in exercises and strategies to ensure they enhance their skills and commit to embedding inclusion in the organizational culture

## How We Can Help



## Learn More



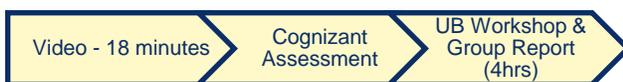
## PROGRAM OPTION DETAILS

### 1. Full Executive Unconscious Bias Program with Cognizant assessment



This program consists of the 4 elements described on Page 2 “Adjusting your Mirrors”.

### 2. Abridged Unconscious Bias Program with Cognizant assessment



In the abridged program, participants will view a video introduction to the concept of unconscious bias and prepare them to take the Cognizant assessment. Participants will not receive an individual report or debrief, but their results will be consolidated into an Aggregate Group Report, which will be presented during the workshop.

### 3. Unconscious Bias Workshop (3 hours classroom)

This option consists of an Unconscious Bias and Inclusion workshop only and will equip participants with the ability to understand the impact of their unconscious biases on their day to day decision making and to understand the impact on diversity and the talent pipeline. This workshop is highly interactive and is custom designed to meet the client needs and ensure the message is congruent with the organizational culture.

### 4. Adjusting Your Mirrors – an Unconscious Bias E-Learning Program (Under development – Available October 2014)

### 5. Consolidate Business Reports for Cognizant and the ISM Profile

Overall consolidated results for Cognizant (contents itemized below)
Results split by Business Unit, Division, and Geography
Consolidated recommendations for counteracting bias by workshop participants
Analysis of organizational and business unit trends
Recommendations for future action
Overall program evaluation

## Client Testimonial

*Dr. Turnbull is an excellent facilitator. She demonstrates high levels of engagement with the Unconscious Bias program participants and was the key to the program’s success. Her subject matter knowledge of unconscious bias and diversity gave the program credibility. Dr. Turnbull uses a range of adult learning principles ensuring participants **effectively develop the skills to meet the objectives of the program in an interesting and interactive way.** She received outstanding feedback from participants. Dr. Turnbull is a global expert in the area of unconscious bias and diversity/inclusion and is a thought leader in this field. She is extremely professional and worked collaboratively with our organization to ensure that the program was successful. She is flexible in adapting to program changes and proactively identified and implemented program improvements during the implementation phase. **She operates with high levels of integrity and is friendly and easy to work with.***

—Australian Corporate Client

***Helen’s skills as a facilitator are second to none.** She is intuitive, fluid, articulate and natural, spotting and heading off potential “hot spots” and providing an environment where people feel safe to express their views and know they will be heard. Her antenna are always up, yet she appears at **complete ease with her audience and never radiates anything but calm and control.***

*As a business partner, Helen is an **exceedingly reliable and diligent colleague, working seamlessly to ensure that goals are delivered and targets are met.** You feel reassured when working with Helen that everything is possible and will be done to the highest standard. I recommend her to you most highly.”*

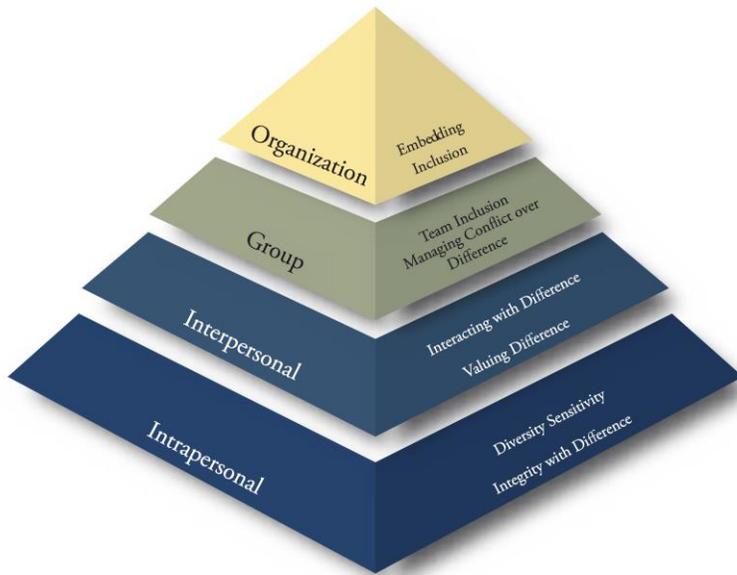
—Alison Pullman, JP Morgan

7. Keynote Address: Dr. Helen Turnbull CSP – One hour keynotes on Global Inclusion and Unconscious bias

8. Embedding Inclusion Program, including ISM Profile

Human Facets ISM Profile – online self assessment and 360 degree assessment (Inclusion Skills Measurement Profile)

Measures diversity skills capabilities in 7 categories; individual results and group reports by Business Unit and/or Geography



### *Partial Client List*



- AT&T
- Baker Hughes
- Brown Forman
- Citigroup
- Grain Corporation
- Hewlett Packard
- JP Morgan Chase
- Microsoft
- Miller Coors
- Motorola
- Nomura Bank, Hong Kong
- Novartis, Switzerland
- QBE Insurance
- Raytheon Corporation
- Reserve Bank of Australia
- Texas Instruments
- Westpac Australia

**OUR LATEST ASSESSMENT TOOL IS “The Gender Gap Assessment”.**  
 For more information contact us at [admin@humanfacets.com](mailto:admin@humanfacets.com)

## Helen Turnbull PhD, CSP Keynote Speaker and Consultant

Dr. Helen Turnbull has 25+ years of experience assisting businesses in enhancing organizational capabilities. As a practiced Organizational Development consultant, Dr. Turnbull, as CEO of Human Facets, is a global inclusion and diversity specialist. Her PhD dissertation research was on internalized oppression across cultures and she has a deep knowledge and understanding of what it takes to create an inclusive environment.

Dr. Turnbull's extensive experience includes working with Blue Chip clients such as Texas Instruments, Raytheon, J.P. Morgan Chase, Motorola, Hewlett Packard, Baker Hughes and Citigroup Europe. She works globally, particularly in Europe, Asia and Australia with multiple clients, including Commonwealth Bank, National Australia Bank, Reserve Bank of Australia, QBE Insurance, Grain Corp, Nomura Bank in Hong Kong and many others on Global Inclusion and Unconscious Bias and its impact on diversity and inclusion.

Dr. Turnbull has Award winning clients and has made major contributions in assisting Texas Instruments to win the Catalyst Award and was instrumental in helping both J. P. Morgan Chase and Citigroup Europe win the prestigious Opportunity Now Award and Business in the Community Awards. Commonwealth Bank of Australia has won the 2012 Catalyst Award attributing the win in part to Cognizant, an Unconscious Bias tool developed by Dr. Turnbull. Dr. Turnbull has developed three online assessment tools which provide clients with behavioral metrics for individuals and organizations; including "Cognizant" an unconscious bias assessment tool which helps leaders identify their blind spots and an embedding inclusion assessment "ISM Profile" an online 360 skills identification assessment. Our latest assessment is The Gender Gap Assessment.

In addition to her doctorate in Human and Organizational Systems, Helen has two Masters Degrees; one in Industrial Psychology and Mental Health Counseling and a second in Human and Organizational systems. She received her undergraduate degree in Sociology and Psychology and is a member of a number of significant professional organizations including the Academy of Management, American Psychological Association, and American Sociological Association, the American Society for Phenomenology and the Neuro-Science Institute for Leadership. In 2009 she won the "Distinguished Research Award" for an article – "Diversity & Inclusion: Developing an Instrument for the identification of Skills deficiencies" published in the Academy of Strategic Management Journal. She is published in several Academic Journals and is the author of "The Illusion of Inclusion" and a mini book called "Blind Spots", a conversation about Unconscious Bias. She is a CSP member of the National Speakers Association, and The Global Speakers Federation and a Past President of the Florida Speakers Association. She was recently presented with the "Global Speaking Fellow Award" by the Global Speakers Federation. Only 33 people in the world have this prestigious recognition.

