



LXbD Presents, Dr. Gail Hayes with “Eyes Wide Open: Unconscious Bias in the Workplace”

Dr. Gail Hayes is a thought leader, executive leadership coach, and media personality with an extensive background in working with various organizations on communication, diversity, and race relations.

Dr. Gail’s experience with racism began as a child in Asia. In her upcoming book, *I Am Sienna*, she describes how a box of crayons helped her overcome a negative experience and transform it into a powerful life mosaic that helps others identify their own racial bias.



She has served as the first Black female law enforcement officer and firefighter in Chapel Hill, North Carolina. She has served as a consultant for the United States Office of Personnel Management’s (OPM) European Training Division, where she specialized in leadership, management/employee relations, customer service excellence, and workplace conflict resolution for a multinational workforce. She was also a regular speaker and consultant for US Military EEO and EO programs for civilian and military personnel overseas. She served as an NC governor-appointed commissioner on the African American Heritage Commission for over three years. She currently serves on the leadership council of the NC Institute of Political Leadership and as an advisor to several chief executives, where she advises them on workplace and interpersonal relations and how they impact those around them, the culture, and their bottom line.

Dr. Gail is an award-winning author of over thirty books, including *The Power of a Woman Who Leads* (published by Harvest House), *One Minute Success Secrets for Women* (published by Harvest House), and *The Conduct of Kings*. She has been seen and heard on numerous global media outlets and platforms discussing her work and insights.

She has taken her experiences and expertise to develop an interactive and inspiring virtual session on racial bias in the workplace for all supervisors and managers.





LX Overview

LX Name: “Eyes Wide Open: Unconscious Bias in the Workplace”

Why This LX Is Important: Unconscious bias impacts every work environment and business in America



today. As a result of today’s social climate, organizations have elevated the position and importance of diversity and inclusion in the workplace. However, many organizations have simply checked the box on diversity and inclusion training by making it compliance-driven and less of an opportunity to create greater awareness and true learning. As a result, most diversity training falls short of mitigating the negative impact that unconscious bias has on individual and company morale, team performance, and, ultimately, the bottom line. It is time for a new approach to the conversation—one that is focused on generating meaningful change and greater consideration of how certain groups of people feel or are impacted by bias.

LX Length: 120 minutes virtually or in the classroom

LX Participants: Each session is designed for a maximum of 40 participants. This module is designed as a precursor for managers who will attend the “Eyes Wide Open: Unconscious Bias in the Workplace for Managers”

LX Overview: “Eyes Wide Open: Unconscious Bias in the Workplace” by Dr. Gail Hayes invites participants to begin their journey of exploring bias, specifically racial bias, and its impact both personally and on others. The program, which her certified trainers facilitate, will provide employees and managers the ability to start recognizing unconscious bias within themselves and others; the ability to navigate conversations on biases, specifically racial bias; and take on some simple habits to utilize personally and professionally on how to overcome negative attitudes, especially those that are racially charged.

LX Takeaways: This interactive learning experience is designed with the following outcomes for each participant:

1. Participants will discover how their individual implicit bias shapes their conversations, behaviors, and attitudes.
2. Participants will learn the various types of biases that exist and how they can lead to racial bias.
3. Participants will learn how unconscious bias impacts performance and morale.
4. Participants will learn some first step conversations and actions they can utilize to reduce or respond to bias in the workplace.

Price (for a Certified Trainer): \$2,500 per session for up to 40 participants.