



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

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 for Managers”

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: “Eyes Wide Open: Unconscious Bias in the Workplace for Managers” – 90 minutes

LX Participants: Each session is designed for a maximum of 40 participants.

LX Overview: Following along from the “Unconscious Bias in the Workplace” general module, this session is designed to provide greater insights for managers to lead workplace conversations and a culture of diversity and inclusion. “Unconscious Bias in the Workplace for Managers” will provide insights for managers on how to build a sense of team and inclusion with their employees. The module also provides guidelines around how to overcome any racial biases that might be seen or felt in customer interactions.

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

1. Managers will understand the role they need to play in minimizing unconscious bias in the workplace.
2. Managers will learn how to have informal coaching conversations with individuals regarding any blatant or subtle racial discrimination.
3. Managers will learn approaches they can take to build a culture and climate that is more inclusive and team oriented
4. Managers will learn how to lead conversations about racial bias within the team or with customers

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