



CASE STUDY

Unconscious Bias Awareness Training

PROFILE

Large multinational, 6,000+ FTE

INDUSTRY

Hospitality & Gaming, with a diverse range of employees spread across New Zealand and Australia.

CONTEXT

Currently In a phase of rapid expansion, opening new hotels and facilities across their geographical footprint. The organisation has a very diverse workforce, employing both skilled and unskilled workers across a range of areas. Have overall diversity but ethnic groups tend to be concentrated in different skill areas and want to ensure the spread of ethnic and gender diversity across the divisions.

KEY BUSINESS REQUIREMENTS

With a large in-house recruitment function tasked with the recruitment of a significant new workforce, they were keen to reduce the level of unconscious bias which plays out during the recruitment process and pave the way to expand the attraction and retention of a wider and more diverse talent pool.

OUR OFFERING

Delivery of Unconscious Bias Awareness Training to 100 plus hiring managers to raise awareness of and minimise the level of decision making based on unconscious bias to create a more inclusive work culture.

OUTCOME

Feedback from the attendees indicated that: The training created a level of personal and organisational awareness of unconscious bias and how it impacts decision-making across the employee lifecycle as well as a set of basic tools to assist them to overcome future decision-making based on their unconscious biases.

