

# MINIMISING BIAS IN RECRUITMENT

## Overview

Our recruitment processes underpin how we attract the diverse talent needed for business success. Yet, for all our good intentions, they can be held back by unconscious bias which creeps in at multiple stages.

This highly engaging and interactive session zeros in on the most common hiring biases right throughout the recruitment process, and shares tips to minimise them. If you're looking for bias training for your hiring managers, this is the course for you!

## The course covers

What unconscious bias is and how it can create unseen barriers in our recruitment processes

The biases that occur in hiring, and how they impact our decisions and the diversity within our workplaces

Practical tips for interrupting and minimising recruitment biases that really work

Real-life hiring scenarios where biases need to be managed that will challenge the attendees' thinking

## Details

- 3 hours duration
- Can be face-to-face or online
- Up to 20 people per session
- Choose the case studies that are most relevant from my library of recruitment scenarios
- Key takeaway: A5 handout or online version of common recruitment biases and tips for addressing them
- Includes an planning meeting of up to one hour
- This course is also available as a 'train the trainer'



## Suggested attendees

Hiring managers

Talent Acquisition Team members

HR business partners

Anyone else involved in recruitment in your organisation



Please contact me to discuss running this training course in your workplace

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