ROBIN DAVIES

REDUCING BIAS IN HIRING, PERFORMANCE AND TALENT REVIEWS



Overview

Bias in employment decisions can increase the risk of discrimination, undermine fairness and create significant legal and reputational risks for organisations. Understanding how to make fair, consistent and evidence-based decisions is essential to meeting good employment practice and compliance obligations.

This practical and engaging workshop provides clear guidance on recognising and reducing bias in hiring, performance reviews and talent decisions. Participants will leave with practical tools and greater confidence to make objective decisions across these areas.

Suggested attendees

Leaders

Senior leaders

Executive leaders

Recruitment team members

HR Business Partners

The course covers

Understanding why unconscious bias occurs and its impact on decision-making and unfair outcomes.

The most common biases that occur in the hiring, performance review and talent planning processes.

Practical tools across each of these areas to help make consistent and evidence-based people decisions.

Keeping clear documentation with practical tips.

Real-life workplace examples and case studies.



Details

- 3 hours duration
- Face to face or online
- Up to 15 people per session
- Includes a planning meeting of up to 1 hour to make tweaks to the content to suit your organisation

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

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