

## How

With decades of experience, the B2B team of psychologists, attorneys and corporate trainers focus on creating content that gets results.

We will conduct an initial needs analysis to align our solutions to internal outcomes that are sustainable and scalable so that systemic and long-lasting change is possible.

### Strategies include:

- 1.) Training that cuts to the heart of developing inclusive environments of success for all employees regardless of race, culture, gender and any other differences.
- 2.) Development of internal policy documents and codes of conduct
- 3.) Implicit Bias training that allow managers and leaders to self-identify their own bias and tools to self-correct.

## Learning Outcomes

**Become more skillful interpersonally:** The great thing about effectively communicating and interacting with others is that you can be highly skillful without being just like the other person in temperament, ideology, personality, belief-systems, etc. You're still you, only better. And when you are highly skillful, you can build respectful, trusting, and collaborative relationships that make work life better for everyone, including you!

**Learn about cognitive biases:** And now for some science! When you think of challenging situations with people who aren't you, do you ever view those people as an adversary? If so, there's a good chance that an unconscious cognitive bias is hijacking your thinking and preventing you from perceiving situations and people in an entirely rational way. We will help in building awareness of your unconscious biases to prevent them from skewing your perceptions and making life harder to deal with than it needs to be.

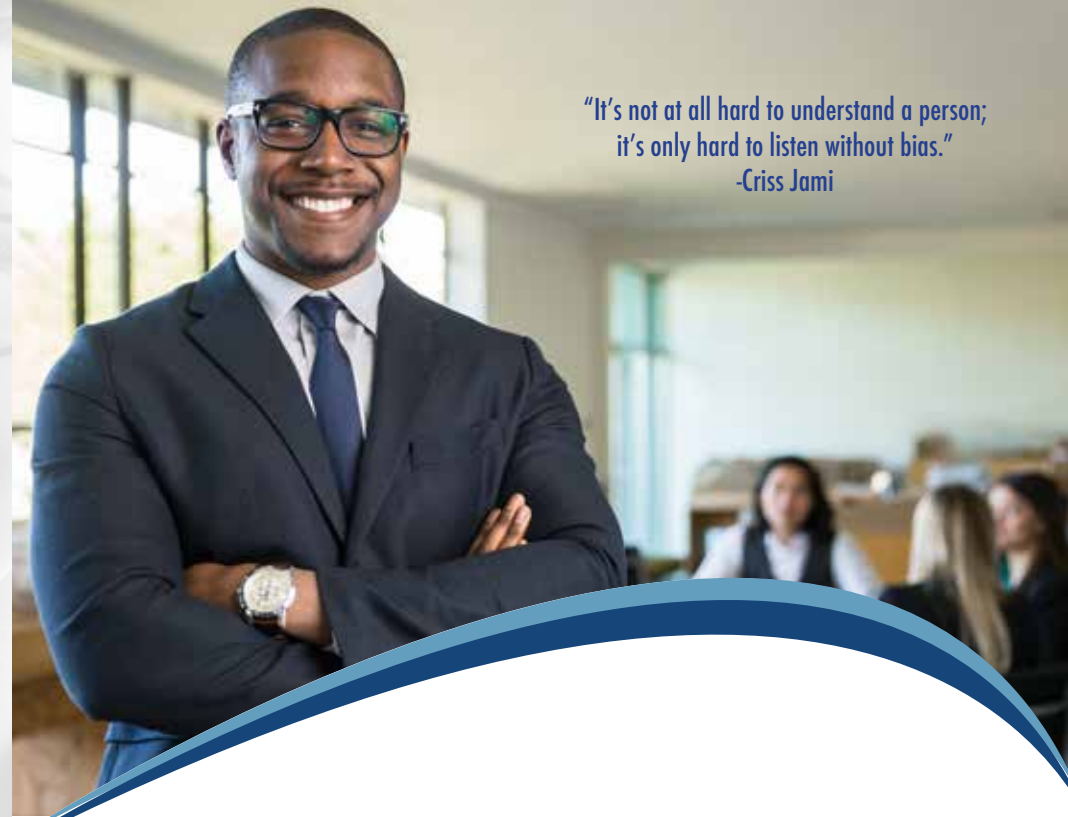
**B2B STRATEGIC SOLUTIONS, INC.**

NoBias@b2bssi.com

150 N. MICHIGAN AVE., SUITE 2800

CHICAGO, ILLINOIS 60601

www.b2bssi.com



"It's not at all hard to understand a person;  
it's only hard to listen without bias."

-Crisis Jami

# Building and Maintaining an Equity and Inclusion Focused Organization





## B2B Strategic Solutions, Inc.

Is a Management Consulting company founded in 2003. One of our specialties is Equity & Cultural Responsiveness Training.

B2B Strategic Solutions, Inc works with people. We take pride in our ability to create an inclusive environment in which each member of the community is valued, respected, and can fully contribute their talents. That includes reducing bias and increasing the diversity of the employee and management population.

Through deep collaboration we train managers to do their work with various sets of individuals. Not categories of people. Real People.



## Courses Offered

### Foundational Bias Training #1

Introduction and conversations on implicit and explicit bias - Reflections on implications on managing and learning

**Audience:** Organizational Leadership

### Foundational Bias Training #2

Introduction and conversations on implicit and explicit bias - Reflections on implications on teaching and learning

**Audience:** Internal Stakeholders and staff

### Developing and Defining Cultural Awareness and Proficiency

What is realistic for a quality priority list and Key Performance Indicators (KPIs)? What is realistic institutionally? How do we know we have achieved the quality priorities and KPIs?

**Audience:** Organizational Leadership / Internal Stakeholders and Staff

### Getting to Collaboration and Cohesion

How can leadership be shared and support cohesion to impact policy changes and Key Performance Indicators?

**Audience:** Organizational Leadership

### Establishing How a Growth Mindset is an Optimal Condition for Learning

Mindset work to shift to a balance of assessment combined with relationships (social emotional intelligence for all adults).

**Audience:** Internal Stakeholders and Staff

### Modeling so Others Can Lead

Facilitative leadership skills development will include:

- Conflict resolution skills
- Communication skills
- Fostering community buy-in and collective impact

**Audience:** Organizational Leadership

### Race and Implicit Bias

Identify evidence based methods to measure and reduce implicit bias

**Audience:** Organizational Leadership

### Building a Network of Equity Champions: We All Must Own the Work

Developing a sustainable model for internal champions of culturally responsive practice

**Audience:** Organizational Leadership

### Equity and Human Capital

Develop internal equity teams in all departments to foster sustainability

**Audience:** Organizational Leadership