

Dr. Tyrone A. Holmes, Ed.D

A Professional Speaker and Consultant
Building Powerful CONNECTIONS® in Diverse
Organizations



Unbiasing Your Organization

This session serves as a follow-up to Unconscious Bias: A Quiet Performance Killer. It introduces a 4-step unbiasing process that will help participants reduce the negative impact of unconscious bias on work relationships and performance. Specifically, the facilitator will provide a detailed demonstration of the unbiasing process by examining its application with two specific organizational processes such as an employee referral process, onboarding process, team problem-solving process or customer service process.



Because of this presentation, you will be able to:

- Define unconscious bias and identify the specific ways it can damage your organization.
- Describe a 4-step process that can be used to reduce bias in a work team, business unit and/or work process.
- Observe the application of this 4-step model with specific organizational processes in areas such as recruitment, selection, onboarding, problem-solving and decision-making, or customer service.

Book Dr. Holmes for your next meeting or event

Contact info

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Testimonials

A very unique ability is to captivate an audience and make them process your spoken words long after you have left the room. This, I am sure, occurs on many occasions when Dr. Tyrone A. Holmes speaks. It certainly happened when he spoke at the Association for Multicultural Counseling and Development's Samuel H. Johnson Luncheon. He understood our mission and delivered a powerful and memorable keynote address that provided our guests with the "professional opportunity of a lifetime".

S. Kent Butler, Ph.D, PLPC, NCC, NCSC, Associate Professor, University of Missouri at St. Louis

Dr. Holmes, on behalf of the entire membership of the Michigan chapter of Meeting Professionals International, I want to thank you for speaking to our group today. Unconscious Bias needs to be more widely recognized and actively fought, not only in our industry, but in our own communities. Thank you for sharing your knowledge and giving us tools in the fight.

Maryellen Jansen, V.P. of Education, MPI Michigan

Thanks Tyrone! Building Powerful Business Relationships in a Culturally Diverse Society was a huge hit! Everyone really enjoyed the presentation and we all learned something new about L.U.C.A.S. and the S.O.L.E.R. Technique that we can use at work and home. I'm going to recommend you to Garland Preddy, Education Coordinator at the National SGMP Headquarters. This is a topic that we all need to work on and you provided some excellent communication tools for us to implement.

Michelle Fink, Vice President, Arizona Society of Government Meeting Professionals, Phoenix, AZ



Dr. Tyrone Holmes is a professional speaker, coach, consultant and author. As the owner of T.A.H. Performance Consultants, he has taught thousands of people from corporations, educational institutions and government agencies to build powerful relationships in culturally diverse settings. Dr. Holmes developed The L.U.C.A.S. Approach® as a tool we can use to reduce the noise in our lives, to effectively communicate our messages, and to connect with diverse audiences and groups. He is a former faculty member at both Eastern Michigan University and Wayne State University in Detroit, and the creator of the Building Powerful CONNECTIONS® system. Dr. Holmes published his most recent book, *Making Diversity a Competitive Advantage: 70 Tips to Improve Communication*, as a tool we can use to build powerful connections in diverse organizations. Dr. Holmes is the Past President of the Arizona Chapter of the National Speakers Association and he loves to facilitate fun, interactive sessions that provide useful tools and techniques for participants.

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