

# Unconscious Bias Training Workshop



by

Mr. Danny McFadden,  
LLM, FCI Arb,  
Arbitrator, Lawyer, Mediator, Trainer,  
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World Bank Regional Mediator,  
Designated Unconscious Bias Trainer



Danny, a CEDR Director for 11 years and is dually qualified as a lawyer both in Australia and the UK. He has been involved in negotiation, conflict resolution training, mediation and international business for over 20 years. After completing his Masters in Commercial Law he specialized in dispute resolution and international trade.

Danny speaks Mandarin Chinese fluently and mediates regularly in Hong Kong and China using both English and Mandarin. He has worked with people of all nationalities and has a clear understanding of the dynamics of mediating and arbitrating across national boundaries. Based in Hong Kong he mediates regularly in the commercial, employment, construction, succession and trusts, banking, insurance, and property sectors with a particular expertise in cross-cultural and multinational disputes. He is also an expert trainer and facilitator providing training in conflict management, negotiation, change management, unconscious bias and mediation to organisations such as the IFC, UN, ADB, IHG, World Bank and MTR.

In 2009 he was appointed Director of Mediation at the United Nations in New York, mediating cases and this followed on from 2008, when he joined the United Nations Ombudsman's New York Office in as an expert adviser on the establishment of a new Mediation Division. His Report formed part of the terms of reference for mediation in the new internal UN Justice System.



Danny has worked as a trainer and consultant in many countries including Azerbaijan, China, Cameroon, Guyana, Hong Kong, Ireland, Mongolia, Singapore, Sweden, the UK and the USA. He is a visiting Professor at Kobe University Japan teaching International Dispute Resolution. He has provided consultancy to the legislatures of Hong Kong, China and Vietnam.

Danny is a member of the Hong Kong Government's Steering Committee on Mediation, Vice Chair of the Hong Kong Mediation Accreditation Association Limited (HKMAAL), International Ombudsman Association, Law Society of England and Wales, Civil Mediation Council, International Bar Association, World Jurist Association, American Bar Association and a Fellow of the Chartered Institute of Arbitrators. He is currently serving on Mediator Panels: CAO, UN Mediation Division New York, IMI, SIMC, THAC, CEDR Solve, World Bank Group and CCPIT Mediation Centre Beijing.

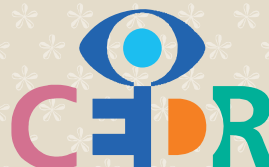
Recent publications include:

- Book: "China's International Business Transactions and Laws", Kluwer Law, 2017, Danny McFadden and D. Wilde KCDM (Editors) also author Chapter on "Mediation in China"
- Book: "Mediation in Singapore", Co-Editor and Author, Sweet & Maxwell, 2015, New Edition published, 2017.
- Book: "Mediation in Greater China: The New Frontier for Commercial Mediation", Author, Hong Kong: Wolters Kluwer/CCH Hong Kong, 2013.

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We all have unconscious biases. It's just part of our human nature, a necessary survival mechanism. The challenge comes when we are not aware of the impact it can have on our professional and personal effectiveness. The key to effective and open decision making is developing our capacity to identify invisible assumptions and patterns of thinking. In this interactive workshop you will explore how our assumptions impact choices around communication, team work, innovation, human resources, inclusion and management.

Unconscious Bias impacts heavily on conflict and dispute resolution. Mediators can learn how their own private unconscious biases can influence their mediation practice and how to handle the impact of bias on the parties.

**This workshop provides a forum to allow participants to explore:**

- What is unconscious bias?
- Why is it so important and useful?
- The effects of unconscious bias?
- How does it impact conflict and the mediation of disputes?
- How does it manifest itself in the workplace?
- How to counteract its negative properties?

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**By the end of this workshop, participants will:**

- Be able to describe unconscious bias and its effects;
- Recognise when it is happening;
- Recognise some of their own biases;
- Be able to identify and implement a range of means of addressing unconscious bias;
- Have identified an action plan to address unconscious bias when it occurs during the mediation process.

Code:	<b>EVT000000188</b>	Level:	<b>Intermediate</b>
Date:	<b>23 October 2017 (Monday)</b>	Language:	<b>English</b>
Time:	<b>09:00 - 13:15</b> (Reception starts at 08:45)	Accreditation(s):	<b>LSHK 2.0 CPD Points</b> (LSHK Allocated Number: 20172546) <b>HKMAAL 4.0 CPD Points</b> <b>HKIAC 4.0 CPD Points</b> <b>for Accredited Mediators</b> <b>HKMC 4.0 CPD Points</b>
Venue:	23/F, Euro Trade Centre 21-23 Des Voeux Road Central Central, Hong Kong	Admission:	Standard Fee: <b>HK\$2,280.00</b> <b>Advanced Booking: HK\$1,980.00</b> <i>(on or before 9 October 2017)</i>



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Please print in **BLOCK** letters.

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**Confirmation** - A written confirmation will be issued upon the received of the full payment and the registration form, it will either be sent by facsimile or by email. Delegates are advised to contact us if he/she have not received the confirmation two days prior to the scheduled course.  
**Cancellation/Transfer Policy** - No cancellation is allowed once we have issued a written confirmation. The admission fee is not refundable but nomination of a replacement delegate is allowed, alternatively the delegate can transfer the registration to one of the upcoming courses provided that fourteen days written notice is given.  
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**Attendance Policy** - A certificate of attendance will be given to each attendee at the end of the course, additional certificate of attendance/letter of verification of attendance can be issued at price of HK\$50.00 per copy. The certificate of attendance will not be issued to the delegate if he/she is absent for more than ten minutes for a course of less than three hours; or more than thirty minutes for a course of three hours or more in duration.  
**Adverse Weather Arrangement** - In event of Typhoon Signal Number Eight or above/Rainstorm Black Warning is in forced or expected to be hoisted within two hours before the course scheduled time, the course will be cancelled. The course will be rescheduled or a credit note valid for twelve months will be issued, NO refunds will be given.  
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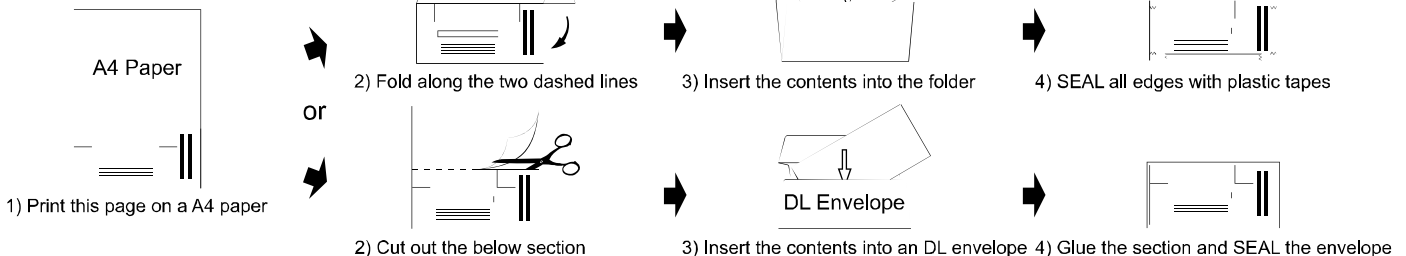
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