

## 12.4: Discussion- Biases at Sun City Boards

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### Post 1: Initial Post

#### Instructions

This posting should be a minimum of one short paragraph and a maximum of two paragraphs. Word totals for this post should be in the 100–200-word range. Whether you agree or disagree, explain why with supporting evidence and concepts from the readings or a related experience. Include a reference, link, or citation when appropriate.

#### Scenario

Sun City Boards CEO Tom Wilson is fond of saying that as a leader and manager, he's a work in progress. His attitude reflects not only humility and a sense of humor but also a high degree of what psychologist Lewis Goldberg describes as openness. With guidance from you and his Human Resource Manager, Tom has developed an appreciation for diversity and an awareness of bias. As part of your ongoing advisory/coaching engagement, Tom asks you to help him identify best practices to avoid common management biases.

#### For Discussion

1. As preparation for this discussion, review the Common Management Biases section of module 12 and conduct additional research regarding strategies to overcome unconscious bias.
2. Reflect on what you've learned and identify the 3 strategies that you consider most relevant to Tom and Sun City Boards.
3. Draft a brief email to Tom explaining the 3 strategies you identified in #2, including terminology from the module. As always, include a link(s) to give credit to your source(s).

### Posts 2 and 3: Respond to Classmates' Posts

#### Instructions

After you have created your initial post, look over the discussion posts of your classmates and give at least two thoughtful responses to two different classmates (one per classmate).

A response posting should be a minimum of one short paragraph. Word totals for these posts should be in the 75–100-word range. Whether you agree or disagree, explain why with supporting evidence and concepts from the readings or a related experience. Include a reference, link, or citation when appropriate. The goal of your response posts is to extend discussions already taking place or pose new possibilities or opinions not previously voiced. Your goal should be to motivate the group discussion and present a creative approach to the topic.

#### Contributors and Attributions

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