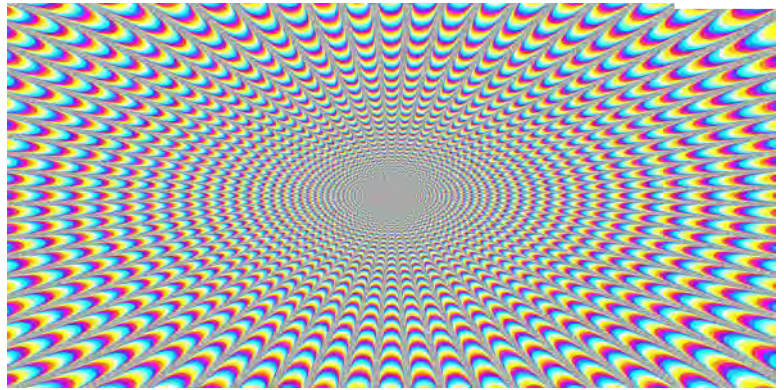


# Advanced Unconscious Bias Training Workshop: Beyond Unconscious Bias



by

Mr. Danny McFadden,  
LLM, FCI Arb,  
Arbitrator, Lawyer, Mediator, Trainer,  
CEDR Representative Asia Pacific,  
Vice Chair, HKMAAL Hong Kong,  
Designated Unconscious Bias Trainer,  
The World Bank Group

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.

The **PROFECTIONAL** Company<sup>®</sup>

Professional Services to the Perfection

Telephone: +852 3118 2371 | Facsimile: +852 3118 2372  
Email: [info@profectional.com](mailto:info@profectional.com) | Website: <http://www.profectional.com>  
Postal Address: P.O. Box 9993, General Post Office, Hong Kong



CENTRE for EFFECTIVE  
DISPUTE RESOLUTION

Telephone: +852 2869 1816  
Facsimile: +852 2869 1307  
Email: [info@cedr.com.hk](mailto:info@cedr.com.hk)  
Website: <http://www.cedr.com.hk>

Mediators and communication experts understand how Unconscious Bias impacts heavily on negotiation, conflict and dispute resolution. This workshop will offer you the opportunity to increase self-awareness, learn new information and get up to speed with the latest research on Unconscious Bias. The workshop takes us beneath the surface level of unconscious bias concepts in order to understand the topic from a deeper micro level.

Our micro responses to outside stimuli whether it be other people, images or events happens in less time than it takes to blink. Even an awareness of this occurring does not mean we are able to control or stop this happening. Body language that appears to be positive is easily devalued by inappropriate micro expressions that are read as being negative.

*Have you ever had a polite and apparently positive conversation with someone but still felt a sense of unease and that something was not quite right?*

This may be because the signals your unconscious mind is receiving do not match the surface impressions the other person is apparently conveying.

So Micro-Messages are small, semi-conscious signals we send and receive that tell others what we really think and feel. Typically we send 2,000 to 4,000 positive and negative micro-messages each day.

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

- Why micro level communication is important
- How to read micro expressions
- How to enhance your emotional awareness
- Spotting deception and truth
- Tools for spotting micro expressions
- How does it impact conflict and the mediation of disputes?
- How does it manifest itself in the workplace?

Scan to Calendar



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

- Be able to describe micro expressions and micro inequities
- Recognise when they are present and how best to interpret
- Recognise the impact micro expressions and micro inequities have on communication, relationships and the values we are trying to portray
- Be able to self-reflect, recognize, and use micro signals more effectively

Code:	<b>EVT000000267</b>	Level:	<b>Intermediate</b>
Date:	<b>29 October 2018 (Monday)</b>	Language:	<b>English</b>
Time:	<b>09:30 - 12:45</b> (Reception starts at 09:15)	Accreditation(s):	<b>LSHK 1.5 CPD Points HKMAAL 3.0 CPD Points HKIAC 3.0 CPD Points for Accredited Mediators HKMC 3.0 CPD Points</b>
Venue:	23/F, Euro Trade Centre 21-23 Des Voeux Road Central Central, Hong Kong	Request for Rerun:	<b>Please Contact Us for Details</b>



**The PROFECTIONAL Company®**

Professional Services to the Perfection

Telephone: +852 3118 2371 | Facsimile: +852 3118 2372  
Email: [info@profectional.com](mailto:info@profectional.com) | Website: <http://www.profectional.com>  
Postal Address: P.O. Box 9993, General Post Office, Hong Kong



**CENTRE for EFFECTIVE  
DISPUTE RESOLUTION**

Telephone: +852 2869 1816  
Facsimile: +852 2869 1307  
Email: [info@cedr.com.hk](mailto:info@cedr.com.hk)  
Website: <http://www.cedr.com.hk>