



SHAFFER COACHING, LLC
COLLABORATIVE LEARNING, CONCRETE OUTCOMES



Amanda Shaffer, Founder and Principal

Search Committee Training

Institutions that embrace the importance of a future shaped by diversity of thought and perspectives devote time and resources to cultivating, including and retaining a talented and diverse workforce.

Understanding how implicit bias colors evaluative processes in many of our everyday human interactions, is a key step in this ongoing process.

Using interactive instructor led training, personal reflection, and large group activities, the workshop presents common ways that implicit bias manifests in recruitment and provides tools to reduce and interrupt those biases.

This collaborative, outcome-based training will increase the ability of your search committee members and hiring managers to implement promising and best practices for recruitment and retention.

The workshop content may include:

- Understanding Implicit Bias in Evaluation
- Assessing Current Diversity and Inclusion
- Microaggressions & Microinequities
- Creating a Recruitment Plan
- Candidate Screening and Interviewing
- Retention
- Reducing Bias in the Workplace

The training is available as an in-person session (3 hours), virtual session (90-minutes) and as a train-the-trainer module.

Please contact us to schedule a **free 30-minute consultation**
ShafferCoaching@icloud.com

Some of our Current & Former Clients

- ACLU of Alabama
- Better Business Bureau, Dayton & Miami Valley
- Caldwell University
- Campaign Legal Center
- Cleveland Heights Public Library
- Columbia University Medical School
- Commercial Real Estate Women (CREW) Network
- Gannon University
- Hudson Community College
- HERS Institute (Wellesley & Bryn Mawr Colleges)
- Higher Education Recruitment Consortium (HERC)
- Kent State University
- Metro NY & S. Connecticut HERC (Columbia)
- New England HERC (Harvard University)
- New Jersey HERC (Princeton University)
- Rutgers University
- Swagelock Company,
- Thompson-Hine, LLC
- University of Mississippi
- Women's Leadership Collaborative
- WriteSolutions, LLC
- Young Nonprofit Professionals Network
- YWCA Greater Cleveland

Our Credentials

- ACC certified, International Coach Federation
- Appreciative Inquiry
- BA & MA, Philosophy, Cleveland State University
- Difficult Conversations
- Emotional Intelligence
- Gestalt Professional Certified Coach (GPCC)
- Intentional Change Models
- Mindful Facilitation
- Women in Leadership

DEI Coaching Support

Institutional leadership may wish to include individual or group coaching for search committee chairs or diversity advocates to reinforce and support the workshop DEI content. Coaching can also assist with emergent issues and provide individual strategies for both committee management and candidate outreach.

Amanda Shaffer, Shaffer Coaching, LLC Washington, DC
www.shaffercoaching.com