

Speaker Biography

Professor Binna Kandola OBE

BSc(econ), MA, PhD, CPsychol, ACIPD



Speaker Topics

Unconscious Bias

- Managing Diversity
- Tackling Prejudice
- The Future of managing diversity
- Strategy development
- The business case
- Global diversity

Assessment

- Test validity
- Graduate recruitment
- Assessment and selection
- Who are the Employers of Choice
- Global approaches to assessment

Development

- Global development
- The journey of a high flier
- Entrepreneurship
- Managing talent

Publications

- The Value of Difference: Eliminating bias in organisations (June 2009)
- Diversity in Action: Managing the MOSAIC
- CIPD Toolkit - Managing Diversity (2nd Edition)
- The Graduate Recruitment Manual

Recent Events

- Learning, Development & Talent Management Conference. Keynote speaker. March 2012.
- Adecco - Unlocking Britain's potential. Panel member. February 2012
- Business Innovation & Skills Conference. Workshop. November 2011
- British Psychological Society POP Conference. Keynote speaker. January 2011
- BBC TV News. Expert interview. August 2010.
- Sky new. Weekly News Review commentator. May 2010.
- Public Service Management Wales Expo. Keynote speaker. February 2010

Diversity, assessment and development specialist Professor Binna Kandola is a Business Psychologist, Senior Partner and co-founder of Pearn Kandola. He is particularly interested in understanding bias and finding ways to reduce it - the topic of his latest, critically acclaimed book **'The Value of Difference: Eliminating bias in organisations'**. In the last twenty five years, he has worked on a wide variety of projects for public and private sector clients both in the UK and overseas. As well as leading the practice, Binna is the co-author of several books, one of which, **'Managing the Mosaic'** won a Special Commendation at the 1994 Management Book of the Year Awards. He is also a regular contributor to the HR and business press and a highly regarded conference speaker.

Binna was the first Chair of the Standing Committee for the Promotion of Equal Opportunities of the British Psychological Society (BPS) and a member of Sir Robin Butler's Panel of Enquiry into Equal Opportunities in the Senior Civil Service. He has been a member of the Board of Trustees of the BPS, and in 2002 was elected as Chair of the Division of Occupational Psychology.

In January 2004, Binna was invited to join the UK Government's National Employment Panel and appointed Chair of the Minority Ethnic Group.

He is a visiting Professor at Leeds University Business School, a Fellow of the Sunningdale Institute at the National School of Government and a Fellow of the RSA.

Binna contributes regularly to the media as well as blogging for Management Today.

The Independent on Sunday recognised him in 2004 as one of the UK's Top Ten Business psychologists.

Professor Binna Kandola was awarded an OBE in 2008 for his services to Disadvantaged People and Diversity and in 2012 a Honorary Doctor of Science by Aston University in recognition of his outstanding achievements in the field of Business Psychology.

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