

ANDIE & AL

Breaking Through Bias

Advocates for Women in the Workplace | Award-Winning Authors | Speakers

Andrea S. Kramer & Alton B. Harris are married and are both attorneys. They have been mentoring women and speaking and writing about gender communication for more than 30 years. Andie and Al offer women unique, balanced, and highly practical advice they can use to prevent gender biases from slowing or derailing their careers. They also present arresting information and compelling examples for male audiences to make them aware of and sensitive to the gender biases that hold women back—even in the most well-intentioned organizations. And, they provide organizations—business, professional, and academic—with concrete, non-disruptive suggestions for workplace changes that will make women's career opportunities more comparable to men's.

Most Requested Keynotes

It's Not You, It's the Workplace: Women's Conflict at Work and the Bias that Built It

From this keynote, women, men, and organizations walk away able to:

- ✓ Recognize the real underlying reasons for women's conflicts with other women at work
- ✓ Use pragmatic advice and techniques to overcome or avoid unproductive workplace conflict
- ✓ Understand the interpersonal dynamics resulting from women's different social identities that intersect with their common gender and appreciate the need for the conversations that are necessary to assure these dynamics do not negatively affect their workplace relationships
- ✓ Strengthen the positive potential of women's same gender relationships, develop networks that foster women's career success, and create a supportive and satisfying work environment

Breaking Through Bias: Communication Techniques for Women to Succeed at Work

Their practical and often entertaining advice helps women:

- ✓ Avoid or overcome discriminatory gender biases
- ✓ Present themselves as competent and confident leaders
- ✓ Strengthen and display the key attitudes necessary for career success
- ✓ Promote themselves, their talents, and achievements without triggering stereotype backlash

Custom keynotes and workshops available upon request. Talk to Andie and Al about earning continuing education credits.



We have hired Andie not once but twice and will again.

-Rockwell Automation

Their information was real world and the energy was contagious. Their knowledge and presentation style left you wanting more.

-Hitachi High Technologies

We are in awe of their expertise and guidance.

-Berkeley Research Group

They transform a room, together and separately.

-Stout Risius Ross, Inc.

As Covered In



Ask About Ways to Purchase Copies for All Attendees

