

## Andie Kramer and Al Harris

### Biography:



**Andie Kramer and Al Harris** have worked vigorously for over 30 years to remove gender inequality from the workplace and to make women’s career opportunities more comparable to men’s. During this time, they have helped thousands of women navigate both obvious and subtle gender-based obstacles on the path to successful careers. Andie and Al are the co-authors of

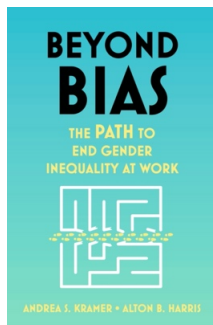
three award-winning books: *Beyond Bias: The PATH to Ending Gender Inequality at Work* (Nicholas Brealey, 2023), *Breaking Through Bias: Communication Techniques for Women to Succeed at Work* (Nicholas Brealey, Second Edition 2020), and *It’s Not You, It’s the Workplace: Women’s Conflict at Work and the Bias That Built It* (Nicholas Brealey, 2019). They are contributing writers to Harvard Business Review’s *On Women and Leadership* (2019), and Andie is a contributing writer on gender issues in the workplace for Forbes.com. They are also the authors of hundreds of articles on diversity and overcoming gender stereotypes that have been featured in a wide variety of national media outlets including HBR.org, The HuffPost, The New York Times, NBC News, The Chicago Tribune, and Fast Company.

In their presentations around the country, Andie and Al draws on their research, work advocating for women, and professional experiences to provide realistic, detailed, and readily usable advice and solutions for women, men, and organizations to move beyond bias. More about Andie and Al, their writing, and upcoming book can be found at [www.AndieandAl.com](http://www.AndieandAl.com).

# ANDIE & AL

Breaking Through Bias

## Books and Featured Speaking:

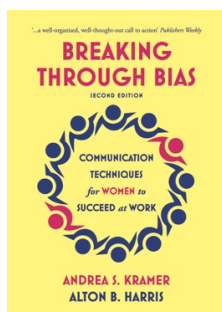


### BEYOND BIAS: The Path to End Gender Inequality at Work

Organizations' DEI efforts are primarily focused on "debiasing" individuals. But biases are largely unconscious, and it is difficult—if not impossible—to "teach" people not to allow their unconscious predispositions to affect their decisions and behavior. The reality is that much of workplace gender inequality is caused by the (often unintended) discriminatory policies, procedures, and accepted practices of the organization.

Based on extensive research, Andie and Al present a four-prong program to directly attack this structural discrimination. This session enables attendees to:

- Recognize the types of bias that affect career advancement in the workplace.
- Understand how discretion can unintentionally bias advancement opportunities for women.
- Walk away with a comprehensive set of practical and effective actions they and their organization can take to ensure women no longer encounter gendered obstacles on their path to career success.

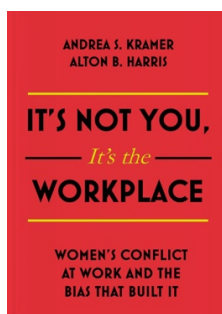


### BREAKING THROUGH BIAS: Communication Techniques for Women to Succeed at Work

This highly practical and often entertaining session offers advice to help 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.

This presentation can easily be adapted to include concrete ways men can serve as better allies to women.



### IT'S NOT YOU, IT'S THE WORKPLACE: Women's Conflict at Work and the Bias that Built It

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 different social identities that intersect with gender and appreciate the need for these important conversations.
- Strengthen the positive potential of women's same gender relationships, develop networks that foster women's career success, and create supportive and satisfying work environments.

*All talks are customized to meet the specific audience's profile and needs.*

Please visit [AndieAndAl.com](http://AndieAndAl.com) for more on their books and speaking including a sample speaking reel and client testimonials.