

FE+MALE
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E-learning

The Bias Breaker Certified Online Program

**Make Better
Decisions**

Break Bias, Boost Business!

- Interactive e-learning - including Avatars and Gamification
- Self-paced
- CPD Certified Program



The Beat Funding Bias Initiative
(BFBI) is supported by



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The Core Challenge

The High Cost of Unconscious Bias

In the high-stakes world of finance, regulation, governance, and funding, the quality of every decision is critical.

Unconscious bias compromises objectivity and limits potential. Decisions in these environments have a **significant impact on equity, access, and outcomes, directly affecting business performance, regulatory compliance, and organizational reputation.**



Patricia M. Montesinos
President, FE+MALE Think Tank

“ **Unconscious bias is a decision-making shortcut that often leads us astray.** ”

The Solution

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Better decisions start with breaking unconscious bias

Every day, you make decisions—big and small. But are you **truly in control?** Or are hidden biases shaping your choices without you even realizing it?

Level up your skills with our online course, designed to help you identify and address unconscious biases in real-world scenarios. Gain insights, tools, and techniques to foster fairer outcomes.

Why This Matters:

- Overcoming bias **boosts ROI** by 19% (BCG) and doubles revenue per dollar invested (McKinsey).
- **Diversify risk, maximize returns, and enhance brand reputation.**
- Smart investing starts with **conscious, data-driven decisions.**

The Beat Funding Bias Initiative (BFBI) offers a **science-grounded approach designed to empower you with tools** to mitigate these effects and make smarter, more equitable choices for better financial outcomes.

Master Your Decision-Making

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The training will focus on **practical tools and strategies to mitigate the effects of unconscious bias**, with a particular emphasis on gender, while also acknowledging briefly intersecting dimensions.

Key Skills for Decision-makers

Awareness

Recognize and understand cognitive blind spots and the unconscious biases that influence critical financial decisions.

Reflection

Develop the habit of questioning automatic judgments and existing beliefs.

Application

Use practical frameworks and decision tools to minimize bias and immediately improve decision quality.

Mastery

Strengthen long-term, equitable decision-making through consistent reflection and practice.



Related Modules Covered:

- The impact of biases on team dynamics
- Regulatory Focus Theory
- The cognitive process of decision-making
- Biases and errors in leadership contexts
- Habits, personality, and effective change
- Mitigating biases in teams and tracking methods

The Bias Breaker Online Program

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**Interactive
training**



4-6 hours



Certification

Knowledge

Learn how bias affects decision-making.

Self-paced

Set your own schedule. Learn at your own speed.

New Skills

Master practical strategies to mitigate unconscious bias.

Certification

CPD Accredited Training. **Get a certificate** at the end of the course.

Our Success Stories



"This course gave me the confidence to lead with authenticity and clarity. A game-changer for my career!"



Lily G.



"I never realized how unconscious biases affected my decisions. Now I feel prepared to create new changes."



Marco S.



"The insights from this course were eye-opening and practical. I use what I've learned every day as a leader."



Julia B.



"The certification added real value to my professional profile, and the lessons truly boosted my leadership."



Nicolai K.



"The flexibility of learning at my own pace was perfect for my busy schedule. Highly recommend!"



Anna-Lena P.

Secure Your Seat

This insightful, research-backed course takes you on a deep dive into the psychology of decision-making, cognitive biases, and strategic thinking.

You'll explore the mental shortcuts that drive behavior, uncover how biases influence everything from business to investment decisions, and gain the tools to think sharper, act smarter, and lead with clarity.



More information:

patricia@femalethinktank.com

<https://lms.fe-male-think-tank.com/product/the-bias-breaker-online-course/>

Check out the [free demo](#).

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BFBI

Beat Funding Bias Initiative by FE+MALE Think Tank

Certificate

The Bias Breaker Masterclass: Creating Equity in Funding

Patricia M. Montesinos
Date: August 13, 2025, 5:48 pm

Course duration: 280 Minutes

Topics

Introduction, Awakening Awareness on Biased Decision Making, Regulatory Focus Theory, How Do We Make Decisions, Presentation of Selected Biases & Errors, How Gender Bias Affects Startup Investments
"We Ask Men to Win & Women Not to Lose" Kanze et al. Paper, Breaking Habits, Summary



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