



Helen Turnbull

World recognized thought leader in global inclusion and [diversity](#)

Dr Helen Turnbull is the CEO of Human Facets and the [author](#) of three psychometric assessment tools on [Unconscious Bias](#), Inclusion and the Gender Gap. She has a deep knowledge and understanding of what it takes to create an inclusive [environment](#).

Helen's biography

Helen Turnbull's background

Dr Helen Turnbull's PhD dissertation research was on stereotype threat, covering and internalized oppression across cultures and she has a deep knowledge and understanding of what it takes to create an inclusive environment.

She is the [author](#) of three psychometric assessment tools on Unconscious Bias, Inclusion and Gender – Cognizant; ISM profile and the Gender Gap. She also has an E-Learning program on Unconscious Bias and Inclusion.

Dr Turnbull has recently developed a new model on the complexity of embedding an inclusive workplace [culture](#) and writes about it in her book "The Illusion of Inclusion". She keynotes on these topics globally and has spoken to senior executives in Australia, Asia, Europe, UK, Canada, Latin America and the USA.

Her client list includes Texas Instruments, Raytheon, J.P. Morgan Chase, Motorola, Hewlett Packard, AT & T, Microsoft, Xerox, Miller Coors Brewing, Altria, Spotify and Citigroup. She has also worked in Australia with multiple corporations, including Commonwealth Bank, National Australia Bank, Ernst & Young, Reserve Bank of Australia, Price Waterhouse Cooper, Westpac, Grain Corp, QBE Insurance, Australian Department of Defense, and many others on Unconscious Bias and its impact on [diversity](#) and inclusion.

Helen Turnbull's accomplishments

Dr Turnbull has five award-winning clients, having made major contributions in assisting Texas Instruments to win the Catalyst Award and was instrumental in developing programs for both J. P. Morgan Chase and Citigroup Europe to win the prestigious Opportunity Now Award and Business in the Community Awards.

Commonwealth Bank of Australia also won the 2012 Catalyst Award attributing the win in part to Cognizant, an Unconscious Bias tool developed by Dr Turnbull and QBE Insurance Australia has been named Australian Employer of Choice in 2015 attributing their win in large part to Human Facets work on

Unconscious Bias and Inclusion with 450 of their top leaders.

In addition to her PhD, Dr Turnbull has two Masters Degrees in Organizational Behavior and Mental Health Counselling and an Under-Graduate Degree in Psychology and Sociology from the Open University. She was also President of the Open University Students Association and in that role, has had lunch with the Queen and Prince Phillip, attended The Garden Party at Buckingham Palace and met former Prime Minister Harold Wilson and Baroness Jenny Lee.

She is a member of a number of professional societies, including the Academy of Management, American Psychological Association, American Sociological Association and American Society for Phenomenology; The Neuro-Science Institute for Leaders and the OD Network.

In 2009, she won the “Distinguished Research Award” for a journal article – “Diversity & Inclusion: Developing an Instrument for the identification of Skills deficiencies” published in the Academy of Strategic Management Journal and is also published in the Organizational Culture, Communications and Conflict Journal and the Reflective Practitioner Journal. Her latest book, published in August 2016 is “The Illusion of Inclusion” which is her seminal work on this topic.

She is a CSP (Certified Speaking Professional) member of the National Speakers Association, and one of only 33 worldwide Global Speaking Fellow members of The Global Speakers Network and an accomplished keynote speaker, particularly in the area of Global Inclusion and Unconscious Bias.

Helen's talks

- **Inclusion Matters**

Dr Turnbull's keynote blends humour, relevant anecdotes and proven research from her own assessment tools to demonstrate why we need to pay better attention to the complexities of inclusion and to understand the impact of unconscious bias on the quality of our decisions.

- **Adjusting your Mirrors and Managing your blind-spots**

Leveraging Unconscious Bias to Create an Inclusive Environment.

- **Creating an inclusive workplace**

- **Gender Acumen Matters**

- **Inclusion and Unconscious Bias**

- **Managing Diversity AND Inclusion**

- **Global Inclusion**

Embedding Valuable New Behaviours into the Fabric of Your Organisation.