

De-Biasing – advanced experience

Focus on individual as team related biases in order to improve further

How to de-bias in my context?

You have created awareness of basic biases in a previous workshop and know that they impact the performance of your organisational function.

You are interested to develop measures for your team or entire function (e.g. Marketing, Finance, Production...)

There is the need for a very specific discussion which reflects your business model, context and team situation.

De-biasing will support you to achieve your performance targets via developing unique solutions for your organisation.

Which steps support you?

- Learn which biases are representative for your function.
- Discuss with your team which biases are present and how they affect the overall performance as well as interfaces with other internal functions or external organisations.
- Develop concrete de-biasing measures together and create the necessary commitment to implement.
- Define a concrete implementation plan including milestones and responsibilities.
- Agree de-biased indicators and check-points in order to assess the implementation success..

What you do experience in the workshop?

You will not experience a frontal lecture but interaction, discussion and explanation. Focus of the two workshops:

- *Workshop A – individual application*
- *Workshop B – team & organisational aspects*

Compared to the basic workshop, the complexity and intensity of discussion will be higher. However, the focus continues to be practically relevant take-aways.

The advanced competence of participants enables qualitative exchange which will trigger additional insights, still with focus to convey joy and curiosity for the subject.



You are in the right hands with me as:

- I connect many years of corporate leadership experience with expertise on de-biasing;
- I have been confronted with decision processes also professionally on a daily basis, hence understand your topics;
- De-biasing in a professional context was successfully implemented by myself;
- your practical relevance is in the center of the workshop, and you take concrete results with you;
- you need sufficient time and space to experience this exciting topic which you will be given in this workshop.

Markus Eckhart

- De-Biasing expert - think clearly, decide consciously and implement effectively
- Coach, consultant and trainer
- Extensive leadership and line manager experience

