

# De-biasing – deep dive

## Concrete de-biasing measures for your specific function

### 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.

### My approach

The first discussion with you as team or functional leader serves to define the situation and context. Based on this, I will develop a customised workshop for you.

Depending on the task and the corresponding complexity, we agree on the right duration, usually 1-3 days.

You will have sufficient space to discuss in the adequate level of detail. I will bring the external perspective, my de-biasing competence and various inputs into the workshop.

My target is that you agree on concrete measures which help you to tackle your functional challenges.

#### Markus Eckhart

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



### You are in the right hands with me as:

- I connect many years of corporate leadership experience with expertise on de-biasing;
- I have worked in and with different functions during my professional career, hence understand your challenges;
- de-biasing in a professional context was successfully implemented by myself;
- your practical relevance is in the center of the workshop;
- your team will get sufficient time and space to agree the right measures together and will take concrete results away.