

A Briefing Sheet on Common Biases in Group Decision Making

Introduction

Organizational decision making is and should be a group process for organizations to achieve their goals.

Nonetheless, it is often accompanied by different biases that can interfere with the result. This situation has been described in case “A Briefing Sheet on Common Biases in Group Decision Making” available on thecasesolutions.com where the author provides information about the nature of these bias and their consequences, as well as possible solutions.

Overconfidence Bias

There also results from group decision making that are due to the overconfidence they tend to have in the abilities of the members of the group into making certain decisions hence they end up take potentially risky decisions for the believed fact that the group cannot make wrong decisions.

Case Solution Strategies

To overcome these biases, it is crucial for the case study to focus in the tools like diversity of opinion, selection of the devil's advocate and making sure all the necessary data is reviewed in detail. Bias can also be minimized simply by periodically reviewing group goals and integrating formal decision-making procedures for a group.

Conclusion

Efficient and fair decisions at organizational levels need to consider biases within group dynamics to prevent the skewing of group decisions.

Appropriately, the case at the casesolutions.com offers potential solutions for these biases, effecting more rational and less biased group decisions.

Recommendation

This is just a sample partial case solution. Please place the order on the website to order your own originally done case solution.

Resource: Visit thecasesolutions.com for detailed analysis and more case studies.