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|  |  | Steps to Mitigate Organizational Bias  By Schabel Solutions |

# Leading Systemic Changes

1. Create decision-making processes fostering objective decision-making across the organization.
2. Make it simple and consistent.
3. Invite different perspectives to the table.
4. Have the right decision-makers. Effective calibration is achieved with three to four people.
5. Have the right facts. Be descriptive and practical.
6. Focus on small changes with lasting impact and visible results.