

# Make Better Decisions

## Science-backed bias training for leaders and teams

A [2022 cross-industry review of decision-making](#) found that 12+ cognitive biases consistently distort professionals' choices and impact timeline and ROI - underscoring the need for research-based training to reduce blind spots and improve organizational decision-making.

Developed by Harvard Professor Mahzarin Banaji, co-author of *Blindspot: Hidden Biases of Good People* and co-developer of the Implicit Association Test (IAT), this program translates over 30 years of research into actionable strategies for the workplace.

Now with  
updated  
content on  
AI and bias

## Scalable Learning Solutions for Your Team or Organization

### For Leaders and Teams The Psychology of Blind Spots for People and Teams

3-week course for people  
managers and executives

### For Employees Essentials for Employees

90-minute course for  
individual contributors



## Solutions for Organizations

- **Two Online Courses:** Administer across your team or organization with facilitation resources included. Now featuring updated content on Professor Banaji's research on AI and bias.
- **Leadership First, Then Scale:** Launch the 3-week leader course with leaders of teams, then roll out the 90-minute essentials course across your organization.
- **Onboarding Integration:** Embed Essentials for Employees into new hire or manager training.
- **Targeted Culture Initiatives:** Use one or both courses to support culture, team or change-management efforts.

## Exciting Benefits for Your Organization and Employees

- **Higher-quality decisions:** Reduce costly misjudgments rooted in unchecked assumptions
- **Stronger teams:** Improve collaboration and trust
- **Better talent outcomes:** Support more equitable hiring, advancement, and retention
- **Aligned culture:** Reinforce values-aligned behavior at every level of the organization

## Next Steps

Ready to bring Make Better Decisions to your organization? Email [harvardonline\\_groups@harvard.edu](mailto:harvardonline_groups@harvard.edu) to discuss group enrollment and how to maximize organizational impact.



"This experience has been about more than just learning—it's changed how we approach our work every day."

—Kate B., Former Alaska State Obudsman



"You're not expected to be experts at everything. Why not learn from those who are? Take the time for your team to go out and learn together. The growth and impact will be worth it."

—David S., Senior Director of Regional Clinics and Urgent Care, Seattle Children's Hospital