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**Cass Sunstein's 'Wiser: Getting Beyond
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Getting Beyond Groupthink

Make Groups Smarter...

The concept of Wisser is excellent: take all the recent behavioural research on how people make decisions (popularised in *Thinking, Fast and Slow*, *Predictably Irrational*, *Scarcity*, *Nudge*, etc.), and see how it applies to groups, rather than individuals.

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Cass R. Sunstein and Reid Hastie, *Wiser: Getting Beyond Groupthink to Make Groups Smarter* From the Bay of Pigs, to Iraq War decisions, to countless “bad calls” in companies and organizations, groups frequently demonstrate unwise

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In the just published *Wiser: Getting Beyond Groupthink to Make Groups Smarter*, Harvard Law professor Cass Sunstein, co-author of *Nudge* and the HBR article “Making Dumb Groups Smarter,” examines...

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As the authors put it, "Sometimes groups

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get wiser with the help of some easy, informal methods or tactics....Sometimes they do best when they adopt more formal approaches." They present some of each.

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Many blame bad decisions on "groupthink" without a clear idea of what that term really means. Now, Nudge coauthor Cass Sunstein and leading decision-making scholar Reid Hastie shed light on the specifics of why and how group decisions go wrong--and offer tactics and lessons to help leaders avoid

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the pitfalls and reach better outcomes.

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He is the coauthor of *Wiser: Getting
Beyond Groupthink to Make Groups
Smarter* (Harvard Business Review Press,
2015) and author of the *New York Times*

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best seller *The World According to Star Wars*.

Making Dumb Groups Smarter

The final section of the book tries to move on from the pitfalls of groupthink to how groups succeed, but is still rather stronger on what can go wrong.

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“When information is held by all or most group members, it is especially likely, as a statistical matter, to be repeated in group discussions,” according to Cass Sunstein and Reid Hastie in *Wiser: Getting Beyond Groupthink to Make Groups Smarter*. The opposite is true for insights that only one person or a few people have.

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Groupthink: avoiding this to make the best possible decisions

An extraordinary cache of internal documents exposes how the top brass over their world exclusive gave way to panic - and an arrogant dismissal of the complaints over the 1995 broadcast.

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