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elements to supercharge

DECISION-MAKING

Distilling leading research to bring you top strategies to lead well



distinction
podcast

Our organisations are decision-making factories

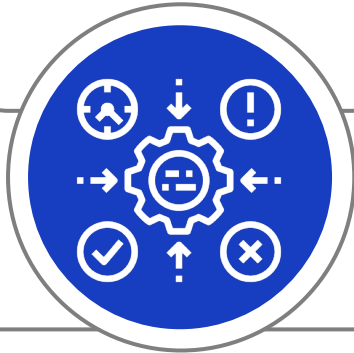
Leaders make 30 times more decisions today than 20 years ago

Employee involvement in decision-making is a key source of job satisfaction

How can we set ourselves up for success and maximise our chances of making the best decisions?

1. WHAT AND WHY?

- Categorise the decision
- Align to strategy + culture
- Scrutinise the information



2. WHO?

- Engage your stakeholders
- Know your own limitations
- Manage group process



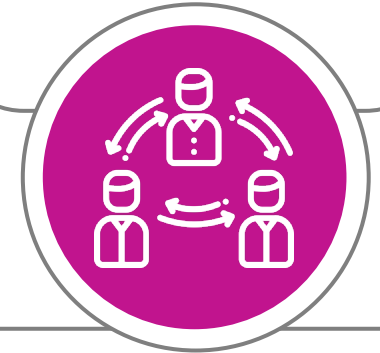
3. HOW?

- Generate options
- Evaluate using criteria
- Consider implications



4. WHAT NEXT?

- Show procedural justice
- Communicate smartly
- Follow up and track



WATCH OUT FOR BIAS

- Over-confidence
- Recency effect
- Common knowledge effect
- Prospect theory
- Intuition
- Authority

USE GREAT TOOLS

- Cynefin framework
- Decision trees
- Delphi
- Trade-off analysis
- PMI - Plus~Minus~Implications
- Experiments