



# Mastering Leadership Decision Making

Architecture for Optimising Organisational Performance

## ► Upcoming Sessions

13-17 May 2024	Online	\$3,950
01-05 Jul 2024	Online	\$3,950
23-27 Sep 2024	Online	\$3,950
28 Oct-01 Nov 2024	Online	\$3,950
27-31 Jan 2025	Online	\$3,950

## ► Training Details

### Online Training Course Overview

Decision Making is a complex and uniquely human capability that seeks outcomes that move organisations, teams and individuals to a more positive and productive future. Whether these outcomes are achieved through a logical, conscious and deliberated process or a more imaginative and creative response, there is little argument that decision making is a critical skill of leadership. Decisive leaders stand out from the crowd!

Whilst ultimate responsibility for any decisions may rest with the leader, we live in an age that encourages debate, appreciates diverse opinion and values the notion of “collective wisdom”. It therefore becomes paramount that the leader must create an environment which not only encourages all to contribute, but equally nurtures decision making techniques that avoid tendencies for bias and generate successful outcomes. By definition leaders are now viewed as “architects” for creating the structures that facilitate good decision making.

This highly interactive Anderson programme offers a comprehensive overview of the decision-making process from problem diagnosis to design solution. It highlights the role of the leader as the “decision making architect”, whilst analysing the psychological, cognitive and emotional processes that positively impact, or potentially impair the decision-making process. Delegates will acquire an extensive range of tools and techniques that will build personal self-confidence, secure productive future organisational outcomes and facilitate activities that generate engagement and harness innovation

### Online Training Course Objectives

**By attending this Anderson online training course, delegates will be able to:**

- Enhance decision making practices using logical reasoning, critical thinking, and rigorous application of evaluative and analytical skills
- Understand the psychological principles underpinning the decision-making process and personalise them to real life situations grounded in their own organisations
- Explore radical approaches to decision making that balance emotion with logic and reason with intuition
- Demonstrate self-belief and interpersonal confidence in their decision-making activities that enhance their credibility in the leadership role
- Promote a culture of innovation and collaborative inquiry that recognises and utilises the

creativity and collective wisdom within organisations

## Designed For

This Anderson online training course is suitable to a wide range of professionals or anyone wishing to improve their problem solving and decision-making skills. It will have specific appeal to:

- ▶ All professionals wishing to further develop their leadership, critical thinking and decision-making skills to enhance their career progression
- ▶ Leadership professionals who wish to utilise creative techniques that offer insight into organisational concerns
- ▶ HR professionals and training coordinators responsible for coaching managers and employees in performance changing techniques.
- ▶ All employees who find themselves constantly seeking tools and techniques to assist them in meeting the challenging they currently face.
- ▶ Technical professionals including those in Maintenance, Engineering & Production
- ▶ Team leaders interested in further developing their management and facilitation skills to build collaborative practice and harness the richness of diverse thinking
- ▶ Organisational leaders who make key business decisions and seek tools for guidance
- ▶ Professional new to leadership/management roles and wishing to improve their communication, interpersonal, problem solving and decision-making skills
- ▶ Leaders who seek to challenge the culture of their organisation and build the innovation necessary for the “enterprise culture” of the 21<sup>st</sup> century

## ▶ Training Details

### Day One: The Leader as the “Decision Architect”. Psychological Insights

- ▶ How Perception influences our understanding of leadership
- ▶ Changing Paradigms of leadership thought
- ▶ The “Decision Architect”, agile, responsive and decisive leadership
- ▶ Personality, leadership style and decision-making activity
- ▶ Systematic errors in decision making: thinking preferences and their implications
- ▶ Decision making and problem solving: symbiotic twins: How elastic is my brain?

### Day Two: Developing a Structured and Balanced Response to Decision Making

- ▶ A systematic, mechanistic and structured approach to making decisions
- ▶ Team exercise: collaboration, isolation and group thinking
- ▶ Impacting variables: Ethics, Values, Bias, Spiral dynamics and Hubris
- ▶ How well do I make decisions? Analysis, reflection and outcomes
- ▶ IDEAL Problem Solving: Stage 1 in the decision-making process
- ▶ Collective inquiry to ensure IDEAL outcomes: “making work groups smarter”

### Day Three: Optimising Organisational Performance through Collaborative Dialogues, Strategic Tools and Committed Practice

- ▶ Emotional Intelligence, collaborative practice and decision making
- ▶ Understanding Team Dynamics: Equipping Your Team to Make Decisions
- ▶ Diagnostic tools for organisational improvement Case study: Millennial Engagement
- ▶ Daniel Kahneman: Nobel prize winning thoughts on decision making
- ▶ Whole brain thinking: divergent and convergent thinking
- ▶ Applied Practice: Assessing organisational concerns through a “zig zag” approach

### Day Four: Building Creative Insights and Innovative Capability in the Organisation

- ▶ How to make good decisions; peer coaching sessions
- ▶ Appreciative Enquiry: accentuating the positive to eliminate the negative
- ▶ Alternative forms of representation: soft system methodology for insightful change
- ▶ Using Nature and multiple intelligences for creative outcomes
- ▶ Assessing culture and organisational creativity; does it create the desired future

- ▶ How creative am I? Adaptive and Innovative potential?

## **Day Five: Architectural Leadership: Vision, Inspiration and Momentum**

- ▶ Developing the critical mindset of the “Decision Architect”
- ▶ Predicting the future: simple tools for organisational sustainability
- ▶ Decision making in Leadership: a case study of Vision, Inspiration, Momentum
- ▶ My VIM statements: strategic, organisational and personal
- ▶ Beware the unpredictable black swan!
- ▶ Review and action planning

### **▶ The Certificate**

Anderson e-Certificate of Completion will be provided to delegates who attend and complete the online course

### **▶ INFO & IN-HOUSE SOLUTION**

**For more information about this course, call or email us at:**

**Call us: +971 4 365 8363**

**Email: [info@anderson.ae](mailto:info@anderson.ae)**

**Request for a Tailor-made training and educational experience for your organization now:**

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