

# Catalyst Decide - WISE Collaborative Decision Making

Optimise your decision making mind-sets, thinking and process to make WISE collaborate decisions and enhance your performance

## OVERVIEW

### Why you need this

Latest research from the Corporate Executive Board demonstrates that the critical competencies needed for leaders to survive in the new business environment that is change intense and requires interdependent knowledge work (insight), are adaptation to change, collaborative working styles and being able to apply sound judgement in decision making.

The reality is that many decisions are not long-lasting, don't add value and result in unintended negative consequences. For example 83% of Mergers and Acquisitions fail to create value for shareholders. The majority of executive say that 50% of business decisions end poorly.

A five year study of over a thousand important business decisions by McKinsey and University of Sydney showed that a better decision process (that considers alternative views, uncertainty and contradictory evidence) substantially improves the results of decisions and financial returns. A company with true decision competency relishes coping with difficult and complex questions and confronts high-conflict issues. What seems like courageous acts become habit and are an integral part of their organizational culture. They view decisions as a critical step toward effective action and their decision makers understand their roles – they "walk their talk."

## TARGET AUDIENCE

### Who needs to attend

This workshop is relevant to all levels of leadership. The workshop examples are adjusted to different levels of leaders and we suggest that participants of a similar level attend together.



## OUTCOMES

### What you will get

The workshop is designed for delegates to understand their own Decision Making profile and how to apply a WISE Decision Making process and tools to enhance the effectiveness of decisions:

- Why a **culture of critical thinking and decision making** is important for high performance
- How my own **decision making profile** impacts my effectiveness in DM - mind-sets, personality, brain dominance and emotions
- Understanding the DM **process steps and collaboration approach** to ensure engagement and ownership
- How to develop **critical thinking to analyse** the situation systemically before launching into solutions
- How to **widen your options**, stimulate creativity and enhance quality of options
- How to **test and refine options**, avoid bias and develop the critical few for evaluation
- How to **evaluate options** through robust thinking and testing to make the final decision
- How to manage **effective implementation** of DM through effective change management and clear decision guidelines

We are CATALYSTS in creating high performance, high engagement organisations through developing leaders, building capacity and leveraging talent



## OUTLINE

### What you will learn

<b>Module 01 &amp; 02</b> The case for Decision Making & my Decision Making profile	<b>Module 03 &amp; 04</b> Decision process, collaboration & critical thinking	<b>Module 05 &amp; 06</b> Increase options, Innovate & Synthesise	<b>Module 07 &amp; 08</b> Evaluate, Decide & Implement
<p><b>The case for Decision Making</b></p> <ul style="list-style-type: none"> <li>• Studies on importance of effective DM</li> <li>• Standards for high quality decisions</li> <li>• 4 villains of Decision Making</li> <li>• WISE Decision Making framework</li> </ul> <p><b>My Decision Making Profile</b></p> <ul style="list-style-type: none"> <li>• Factors affecting decision quality</li> <li>• System 1 &amp; 2, how they operate</li> <li>• My Decision Making style</li> <li>• Personality impact</li> <li>• Brain dominance impact</li> <li>• Emotional triggers impact</li> </ul>	<p><b>Process and Collaboration</b></p> <ul style="list-style-type: none"> <li>• WISE decision making process and tool summary</li> <li>• The power of collaboration</li> <li>• Collaboration process example</li> <li>• Core competencies and questions for collaboration</li> </ul> <p><b>Analysis &amp; Critical Thinking</b></p> <ul style="list-style-type: none"> <li>• Summary of key aspects and tools for analysis</li> <li>• Mental roadblocks</li> <li>• Critical thinking and questioning</li> <li>• Systemic Impact analysis tools</li> </ul>	<p><b>Increase and Innovate</b></p> <ul style="list-style-type: none"> <li>• Creative thinking tools – brainstorming, mind-mapping, story-boarding, 6 hats</li> <li>• WRAP tools – avoid narrow frame, multi-track, look inside, outside &amp; beyond</li> </ul> <p><b>Synthesise</b></p> <ul style="list-style-type: none"> <li>• Synthesis tools – prioritisation matrix, clustering, ranking, NAF process</li> <li>• WRAP tools – consider the opposite, ooch, zoom in-out</li> </ul>	<p><b>Evaluate</b></p> <ul style="list-style-type: none"> <li>• Evaluate tools – decision matrix, benefits &amp; concerns, risk analysis</li> <li>• WRAP tools – 10-10-10, overcome short term emotion, honour core priorities, book-end the future, set a trip wire</li> </ul> <p><b>Implementation Issues</b></p> <ul style="list-style-type: none"> <li>• Change management and getting buy-in</li> <li>• Decision guidelines &amp; boundaries e.g. LOA, Roles, Risks, Priorities, Values</li> <li>• Leadership Style -impact</li> <li>• Communicating decisions</li> </ul>

## APPROACH

### How you will learn

Our workshops are customised to suit the specific needs of our clients. Our workshops are practical, relevant and highly interactive. We focus on sustainable change in mindset, skills and behaviours. There is a good blend of information sharing with personal reflection, assessments, practice sessions, case studies and identification of application opportunities back at work. Group learning and discussions are encouraged with feedback and coaching from the facilitators. Workbooks are provided with tools and activities for on-going learning.

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