

DRIVING DECISIONS PROGRAM

Enhancing your ability to deliver value with better decision making



WHY DOES THIS MATTER TO YOU?

Central to a Leader's success is getting things done efficiently and effectively! Core to that is making good decisions and securing agreement across hierarchical levels. This is increasingly difficult as organisations operate in a VUCA (volatile, uncertain, complex and ambiguous) environment.

To be successful, leaders need to be able to step up to this challenge by:

- Leveraging a growth mindset and being aware of the inherent bias in decision making and the danger of assumptions
- Adapting a fit for purpose decision making process and understanding when to use instinct, linear thinking or adaptive, systems thinking
- Creating the environment where curiosity, questioning and different perspectives are seen as integral to good decision making

Do you find:

- You and your team spend endless hours in meetings – with no decisions and limited progress
- It's hard to get the team and stakeholders to make decisions and stick to the agreement
- Everyone wants to be consulted on everything – and it takes too long to make progress

If so, then this program is for you.

WHAT'S THE GOAL?

To help you secure better and advanced decisions, more sustained progress, and greater team engagement by learning to apply an advanced decision making approach which can be tailored to diverse circumstances and different stakeholders.

WHAT WILL YOU LEARN?

This program is customised to meet the specific capability requirements of you and your team.

Key learning outcomes include:

- Understand how perspectives and assumptions drive behavior and can impede effective decision making
- Identify decision biases, and recognise their potential impacts on good decision making
- Understand how and when to use a consensus decision making approach, and how it can help avoid decision making traps and secure more effective and sustainable outcomes
- Learn how to tailor your decision making process to increase your ability to secure agreement across stakeholder groups in your organisation
- How to build an environment that supports advanced decision making
- Acquire new tools and skills to more effectively work in complex and ambiguous environments and to navigate through changing environments
- Increase your confidence in applying these new skills and techniques in different situations and within a variety of organisational circumstances

LEARNING APPROACH

This program is customised to the needs of your organisation. Typically the program is structured as a one day training program with you and your team. During the training, you and your team will learn key decision making skills and have the opportunity to put them into practice. This is a practically constructed program, which includes an optimal mix of theory, reflection and hand's on practice.

Whilst the context of the program is focused on an organisational setting, the skills gained are applicable to many aspects of your professional and personal life.

Participants will receive:

- Pre reading and completion of a diagnostic before the session
- One full day of training
- Follow up activities to enable ongoing development back in the workplace
- Workbook capturing key ideas, insights and learnings for future reference
- Reading list and resources for further learning
- Access to ongoing material and learning ideas post the session

Additional support can be provided:

As an additional service, you and your team can participate in a facilitated session where the team works through, with your trained decision making facilitator, a difficult and challenging decision your team needs to make. This is a highly valued session, where participants get to further hone their skills, solve problems and see the technique put into practice by a highly skilled facilitator.

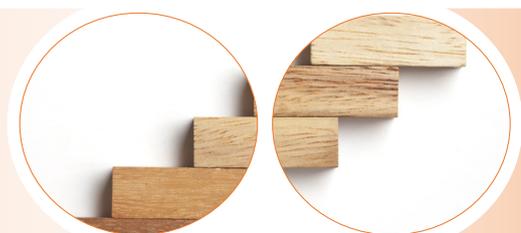
THE FACILITATOR

Michelle Gibbings is a change leadership and career expert, and founder of Change Meridian. She is the Author of 'Step Up: How to Build Your Influence at Work', and 'Career Leap: How to Reinvent and Liberate your Career'.

Obsessed with unlocking high-impact choices to accelerate meaningful progress, Michelle is enabling a new breed of leader - one that's fit for the future of work.

Through this passion and advocacy for new ways of working, Michelle has built a distinguished reputation as the keynote speaker, advisor and executive mentor of choice for leading edge corporates and global organisations.

She is a sought after media commentator featuring regularly in national publications and outlets across the country. Michelle has Undergraduate Degrees in Communications and Commerce, a Masters in International Trade. She is a graduate of the Australian Institute of Company Directors, a Chartered Manager, and a Fellow of Finsia and the Australian Institute of Managers and Leaders.



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