Improving Group Decision-Making

Managing Groups and Stakeholders

Whatever your role or organization, most professionals must make a decision "now"—followed by another decision "now," followed by yet another. It is also likely that those professionals need to collaborate with a wide array of people in order to get this decision right.

But these very challenges can provide unprecedented opportunity and strategic advantage—if leaders can embrace the responsibility for making good, fast, frequent group decisions, and if they can do so better than their competitors.

This course helps teams to:

- Understand why a sound decision-making process will yield more consistently favorable outcomes over time
- Mitigate common pitfalls that impact groups while making decisions
- Identify and map stakeholders' roles, power, and position in order to manage them more effectively

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Learners will:

- Understand why a sound decision-making process will yield more consistently favorable outcomes over time
- Discover how to mitigate common pitfalls that impact groups while making decisions
- Identify and map stakeholders' roles, power, and positions in order to manage them more effectively
- Write a personalized action plan to help manage upcoming group decisions

Author

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Course Outline

DAY 1

Foundations of Effective Decision-Making

- What Is a Quality Decision?
- A Four-Stage Process for Decision-Making
- The Process, the People & Courage

DAY 2

Guarding the Process

- To Manage Group Decision-Making, There Needs to Be a Process
- A Toxic Group Decision
- Addressing Endless Debate
- Going Deeper: Nominal Group Technique

DAY 3

Choosing and Managing the People

- A Past Experience
- Being Responsible, Accountable, Consulted or Informed
- Plan for An Upcoming Decision, Part 2

DAY 4

Having the Courage

- The Dangers of Herd Mentality
- The Courage to Confront Groupthink
- Plan for An Upcoming Decision, Part 3

DAY 5

Interactive Capstone

- Cohort members, faculty and a moderator synthesize learnings from the week and develop insights for next steps.