

dcm

Member

Webindr

Middle Management | Decision Making







Michelle Saurin

Associate Learning
Consultant

About Me

 25+ years' global experience across multiple sectors

Specialised in Talent
 Management

 Focused on developing leaders of all levels



Decision Making

- Introduction to Decision Making
- Decision Making Styles
- Decision-Making Process
- Factors Influencing Decisions
- Practical Tips







Question?

What challenges do you face when making decisions?





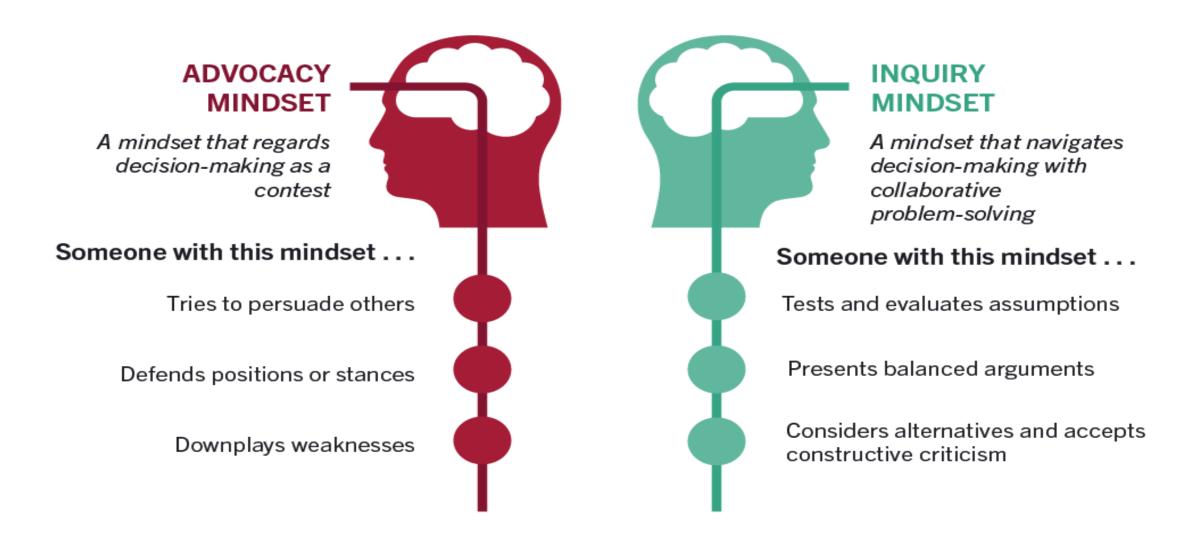
Definition

The decision-making process is defined as a systematic approach to making choices or selecting a course of action among several alternatives.





Decision-Making Mindsets: Advocacy vs. Inquiry







DECISION-MAKING STYLE MATRIX

AMBIGUITY

ANALYTICAL

- Committed to finding the best answer
- Enjoys problem solving
- Comfortable with large amounts of information and data
- Innovative
- Thrives on control
- Will take as long as needed to find the best option
- Enjoys variety and new challenges

CONCEPTUAL

- Achievement oriented
- Creative
- Comfortable with "What ifs"
- Generally openminded with a broad outlook
- Humanitarian/conscious of how decision will affect others
- Thinks in the future
- Enjoys coming up with new ideas

DIRECTIVE

- Driven by results
- Relies primarily on rules and processes
- Aggressive nature
- Prefers to make decisions alone
- Intuitive nature
- Typically reacts quickly and doesn't like to dwell on decisions
- Strong verbal communicator
- Informs people once a decision is made

BEHAVIORAL

- Generally supportive; a team player
- Empathetic nature
- Looks to others for advice
- Gets buy in from stakeholders before making a decision
- Persuasive nature
- Good communicator
- Relies on implied data (e.g. "reading" people)

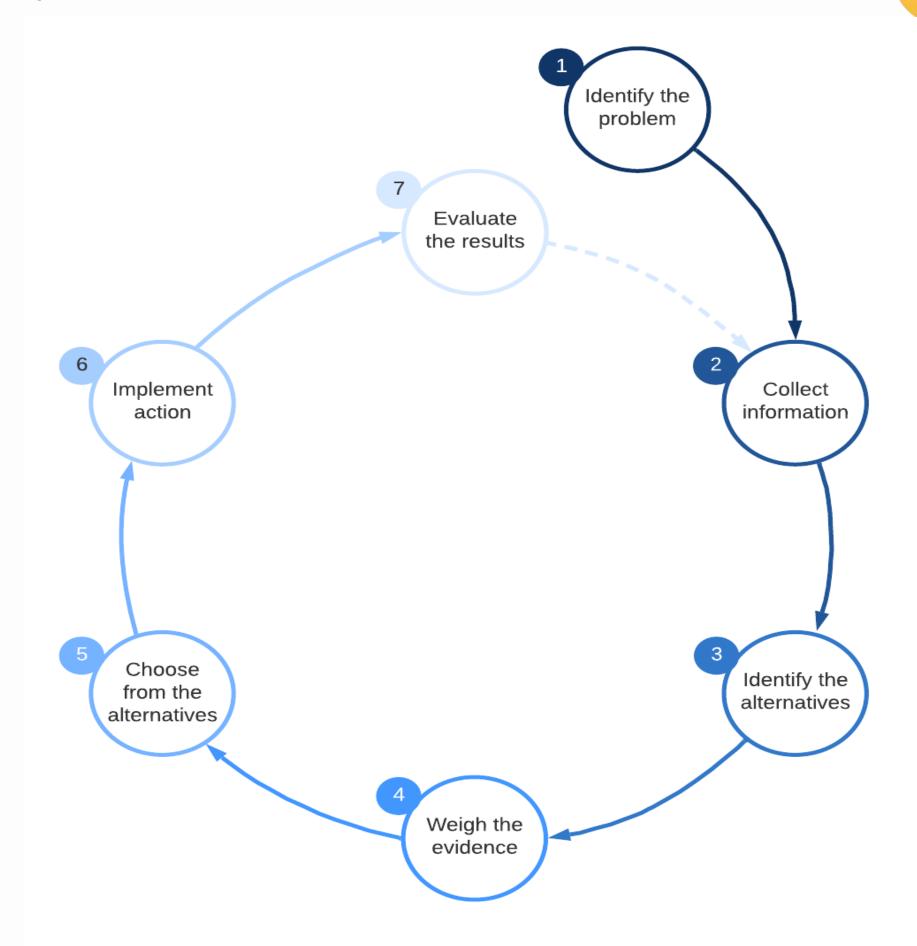
STRUCTURE

TASK/TECHNICAL

PEOPLE/SOCIAL



7 Steps to
Effective
Decision
Making





Factors that Influence Decision Making

o₁ Internal

02 External

03 Environmental







Tips for Effective Decision Making





QUESTIONS & ANSWERS?

Ask Away.

michelle@dcmlearning.ie