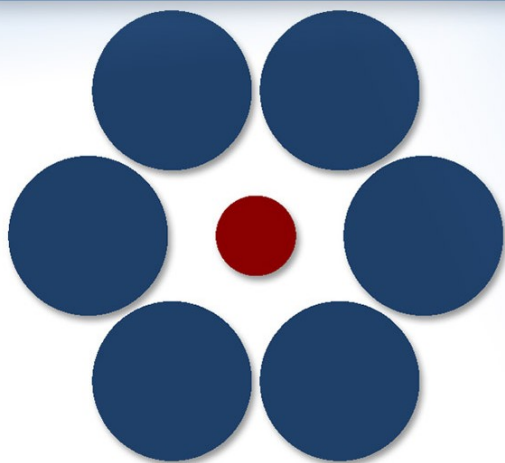


Creating a culture of effective decision-making:

Skills, tools and strategies for managers and executives™



‘Culture eats strategy
for breakfast’

-Peter Drucker

Course Overview

Good decision-making is the foundation of organisational success and the *only* way in which an organisation can maximise the probability achieving its objectives in an increasingly competitive, complex and uncertain world. Organisations, however, do not make decisions, people do; and the organisational environment in which individuals are situated can profoundly impact upon the quality of those decisions. As a manager, you have the ability to *shape* the environment in which those decisions are made—decisions on which the success of your organisation depends.

This intensive, one-day course provides you with a range of skills, tools and strategies that will help you to create a *culture* of effective decision-making—defined as an organisational environment that is conducive to decisions which are consistently and demonstrably aligned with organisational objectives and capabilities and maximise the probability of good outcomes. With an emphasis on practicality, it is designed to equip you with skills, tools and strategies that can be employed *immediately* to improve the performance of your agency, more effectively utilise the knowledge, skills and experience of your staff and deliver greater public value through better decision-making.

“96% of participants of surveyed in Adelaide and Melbourne say Creating a culture of effective decision-making provided them with skills and tools to improve the decisions made by their organisation in the future”.

Course Outcomes

By the end of this course you will be able to:

“96% of participants surveyed in Adelaide and Melbourne say they would recommend Creating a culture of effective decision-making to a colleague or friend”.

- Approach future decisions with an understanding of what constitutes a good decision and why
- Identify and overcome a range of unconscious biases that can negatively impact upon organisational decision quality
- Improve the performance of your organisation by creating a culture that is conducive to high quality decision-making
- Improve your organisation’s capacity to effectively respond to complex organisational and analytical challenges
- Improve your individual performance and add value to your organisation by consistently making better decisions

Nicholls Consulting Services

Topics

- What is a good decision and how do you know that you've made one?
- Overcoming biases: skills, tools and techniques
- Creating a culture of effective decision-making: leadership
- Creating a culture of effective decision-making: dialogue vs advocacy
- Creating a culture of effective decision-making: authenticity
- Harnessing the power of difference: conflict, diversity and decision quality

Benefits to you

At Nicholls Consulting Services, we recognise that despite the centrality and importance of decision-making to organisational success, you simply do not have time to study the science of decision-making; or investigate the latest, evidence-based research on how to maximise the probability of achieving good outcomes by improving organisational decision quality. This course is therefore designed to provide you with practical, useable insights distilled from the findings of leading international research in a short space of time; insights that can be used to perform more effectively in your individual role and help your organisation to achieve its objectives.

Benefits to your organisation

Completion of this course will benefit your organisation by providing you with knowledge, skills, tools and strategies that can be used to create an organisational environment that is conducive to high quality decisions.

Testimonials

"Excellent presentation of topics and tools, very interesting".

-Participant (South Australian Executive Service), Adelaide, August 2016.

"My focus is on the development of a decision-making framework, so this course is most valuable".

-Participant, Adelaide, June 2016.

"Actually quite self-reflective which is useful to understand and change culture".

-Participant (South Australian Executive Service), Adelaide, August 2016.

"Well presented, creative format. Enjoyed it all".

-Participant (South Australian Executive Service), Adelaide, August 2016.

Who should attend?

This course is for managers and executives who are seeking to improve the performance of their agency. It is designed to provide those who have the capacity to positively influence the organisational environment in which important decisions are made with the *knowledge* and *skills* needed to significantly improve the quality and consistency of the decisions made by their organisational unit.

Course duration: One full day

About the facilitator

Dr. Seth Nicholls

has worked in academia, government and consulting for more than 15 years. He holds a



PhD in political science and public policy from the University of Adelaide and is a graduate of Stanford University's internationally renowned Strategic Decision and Risk Management Program. His goal is to help public, private and non-profit organisations achieve better outcomes by equipping individuals with the knowledge, skills and tools needed to make better decisions.

For more information:

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