

# Pedagogia Programme Specification

## How to Improve Business Decisions



**The Problem:** Managers in organisations have to take maybe hundreds of decisions a year, but every so often they are faced with deciding on major, expensive questions, which may significantly impact jobs, profit, market success, strategy, customers, and so on, not to mention their own careers. As the stakes increase and consequence of the decisions become more costly, the difference between good decision-making and bad decision-making becomes critical - we need our people to make good, balanced and sound decisions - the right decision. But faced with fast-moving markets, increased technical and commercial complexity, pressure from management, and a bewildering set of choices, organisations must consider 2 key questions: do we have a decision-making process which enables our people to make major decisions and make the right choice? And, are our people skilled in making good decisions - do we equip our people with decision making skills and tools?

**The Solution:** The 'How to Improve Business Decisions' workshop starts from the premise that the quality of business decisions can be improved if managers have a clear series of step or process to aid them. This workshop examines decision-making processes and looks at examples of good and bad decisions, providing a clear structure, sequence and tools for making good decisions in complex circumstances. Using a proven 6 Step process, it takes participants through a series of stages which are designed to reduce or eliminate poor decisions and ensure that good decisions are made. Critically it concludes with methodologies to ensure that decisions which get made get implemented.

The workshop also looks at cultural and political factors which may seriously affect or even contaminate the making of good decisions, and also considers factors such as how your manager's leadership style will impact your ability to make decisions. The workshop also equips participants to decide who ideally should be involved in the decision making, and provides tips and tricks to aid good decision making.

This workshop is a ½ day or 1 day programme that can be delivered as a stand-alone module or is ideal for inclusion as a session in a larger management development programme.

**Benefits:** The programme delivers clear **benefits to the participants** because it helps them evaluate their reality and understand how to make good decisions. Furthermore it equips participants with tools and tips on how to secure management buy-in and cooperation of colleagues and subordinates. The programme has several **benefits for the company / employer**, because it reduces wasteful ideas, reduces wrong and costly mistakes, and helps management be able to clearly decide whether and how to support the decision. Money and time wastage is reduced and decisions are implemented faster and more effectively, thus achieving what it was decided to do.

### Typical learning outcomes:

- Learn and practice how to analyse the situation and extract real, sound conclusions
- Learn how to carry out a Mission Analysis, which ensure any decisions taken are in line with company policy / strategy and have clear and correct objectives and outcomes
- Find out how to reduce errors in decision making, and make your decision-making more fact-based and objective, with business outcomes
- Discover how to reduce resistance and objections, and how to secure and communicate for the buy-in of your decision
- Learn how to develop clear options, thus reducing faulty decision-making
- Learn how to evaluate financial impact, risk and benefit of the different options
- Find out how to ensure that decisions made are respected, then followed and implemented

### Target audience:

- Managers and experts/ specialists involved with making decisions on complex projects or matters

For more information about how we can help your manager and specialist community make better decisions contact:

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