

Driving Decisions

...deliver more value with better decisions

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.

Time To Step Up



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

WHAT IS 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.

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 behaviour 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 and culture 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

“ Michelle has presented for The Australian Institute of Managers and Leaders on a number of occasions. She is always engaging and insightful, and uses real life examples to ensure the content is relevant and meaningful for the audience. ”

Margot Smith, GM Engagement Marketing at the Australian Institute of Managers and Leaders

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, participants 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, getting you ready for whatever the future may hold. 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.



WHAT YOU'LL 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



NEED ADDITIONAL SUPPORT?

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 that your team needs to make. This is a highly valued session, where participants get to further hone their skills in a real-life situation; solving problems and practicing their technique with the guidance and safety net of a highly skilled facilitator.

WHAT PEOPLE SAY

Sussan McNamara, Senior HR Executive

“Michelle really knows her stuff! Loved the content, discussions and activities. Useful knowledge to take back to the workplace.”

Thuy Steele, Employer Relationships Planning and Change Lead, UniSuper

“Michelle is brilliant, the course was interesting and practical and gave me some great ways to start thinking about my career and development.”

Robbie Cooray, Senior Software Developer, John Holland Group

“Michelle was fantastic. Had excellent tips that I could use on a daily basis.”



Michelle Gibbings is *the* Workplace Expert

In a time of unprecedented change, Michelle is bringing back the happy to workplace culture by getting people comfortable with embracing the unknown. Working globally, she empowers the leaders of tomorrow with practical tools to thrive through complexity, unlock greater self-awareness, and make powerful, wise and congruent choices. Choices that better serve their colleagues, organisation and career.

Speaking internationally, passionately and prominently about better ways to lead, Michelle is in high demand as an innovative keynote speaker, advisor and executive mentor of choice, working with leading corporations and largescale organisations.

As an author, Michelle focusses the spotlight on the shifting paradigms of work and employment. Her best-selling books are must-have tools for both employees and managers - 'Step Up: How to Build Your Influence at Work', 'Career Leap: How to Reinvent and Liberate your Career', and most recently 'Bad Boss: What to do if you work for one, manage one, or are one'.