



# Decision Mojo

## Making the Right Call

### *A Master Class for Leaders*

There is no activity more fundamental to personal and organizational success than decision-making. It is the one task shared by every leader in every organization, every day. Making the right decisions are when leaders earn their keep.

Yet there's never a guarantee that leaders make the right call, even in the most benign of circumstances. Being able to make consistently sound decisions in turbulent conditions is an even rarer skill.

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***An organization's continued success in uncertain times requires a cadre of leaders & managers highly skilled in the art & science of making the right call...***

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#### ***What is taught?***

Drawing heavily on much of the most recent research in neuroscience, cognitive science, decision theory and behavioral economics, this program teaches concrete concepts, skills and techniques for making sound decisions in conditions of uncertainty, high pressure or potential risk to the organization. This includes:

#### ***Key cognitive factors and blind spots that make us less effective decision makers***

- Anchoring & Adjustment
- Status Quo Trap
- Attribution Asymmetry
- Confirmation Bias
- Availability Dynamic
- Optimism Pitfall
- Choice-supportive Bias
- Recency Factor
- Primacy Effect
- The Imitation Trap
- Repetition Bias
- Frame Blindness
- Exposure Anxiety
- Causefusion
- Flat View
- Cure-Allism
- Infomania
- Mirroring
- Results Shaping Analysis of Process
- The Tunnel of Irrational Prudence
- Failure to Learn From Decisions
- Overconfidence Trap
- Underestimating Uncertainty
- Confirming Evidence Tendency
- Incrementalism & Escalating Commitment
- Group Think

#### ***Techniques and approaches to achieve better decision making***

- Reframing / Metadecisioning
- Gradients of Agreement
- Choice Architecture
- Risk Intelligence Analysis
- Zero-Based Decision Making
- Decision Roles (Who's got the D?)
- Portfolio Thinking
- Decision Continuums
- Ladders of inference
- Disconfirming Questions Process
- See/Seek/Use/Share Technique
- Decision Auditing/ Learning From Experience
- 4 Levels of Residual Uncertainty

## What Is The Learning Process?

**Decision Mojo™** is simulation-based and highly experiential. During 7.5 fast-paced hours, participants are put in the position of running a prototypical knowledge-intensive company over a 90 day period. From the moment they enter the room participants are confronted with a series of progressive reality-based decision situations. A few require an immediate decision. Others require an ability to break down the situation and develop an appropriate decision strategy. Some require the participant to make the call individually and some require an ability to effectively engage with others in a decision process.

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### Each decision situation drives one or more of the following explicit learning outcomes:

- ✓ Illuminating a particular cognitive factor or blind spot that influences a decision process or outcome
- ✓ Learning and practicing a specific technique or approach for making a certain type of decision
- ✓ Advance/anticipatory planning for potential real decisions/scenarios that participants may encounter

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Throughout the class, key techniques for high impact simulation-based learning are employed, including active experimentation, mid-point debriefs, after action reviews, competitions, self-observation, scenario testing, and reflective practice. All are focused on creating immediately actionable learning, and participants leave the course with a mini 'tool box' containing specific planning tools that codify and reinforce key decision-making concepts and techniques.

## Who is the program for?

**Decision Mojo™** is a master class for mid to upper-level managers. Participants should be in positions where the decisions they make impact the success of the organization.

### Additional Specifics:

- ✓ Decision Mojo™ is a 1 day class
- ✓ Optimum Class size is 12-40 participants
- ✓ Cost is \$295 per participant, plus facilitation

**Decision Mojo™** ©2009 Ten Thousand Feet

Headquartered in New York, **10,000 Feet, LLC** creates high impact simulations and organizational learning tools that help people rise out of the immediacy of day-to-day demands to a broader and more strategic viewpoint.

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