

DECISIONmojo™

There is no activity more fundamental to personal and organizational success than decision-making. It is the one task shared by every leader and manager in your organization. Making good decisions is how they earn their keep.

Yet there is never a guarantee that your leaders will make consistently good decisions, even in the most benign of circumstances. Being able to make sound decisions in challenging circumstances is an even rarer skill.

An organization's continued success in uncertain times requires a cadre of leaders and managers skilled in the art & science of making good decisions

Drawing on 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. This includes:

Key cognitive factors and traps that cause us to make less effective decisions:

- Anchoring Trap
- Availability Bias
- Confirmation Bias
- False Analogy Trap
- Frame Blindness
- Group Think
- Information Overload
- Loss Aversion Tendency
- Overconfidence Trap
- Self Interest/Attachment
- Snap Judgment Trap
- Status Quo Trap
- Sunk Cost Trap

Techniques and approaches to achieve better decision-making, including:

- Embracing & Managing Uncertainty
- Determining Who Has The 'D'
- Balancing Reason & Intuition
- Framing The Decision
- Creating Dialogue & Debate
- Disturbing Stability
- Heightening Self-Awareness
- Learning From Experience

DECISIONmojo™

The Learning Process

Decision Mojo™ is highly experiential and practical. During the workshop participants experience various decision situations that are designed to replicate the decisions they face in reality. Some require making the decision in the moment and others require an ability to break down the situation and develop an appropriate decision strategy, either individually or through effectively engaging others in the decision process. Each decision situation drives at least one of the following learning outcomes:

- Being able to recognize the cognitive factors and blind spots that could sabotage a decision process or outcome.
- Practicing a variety of techniques and approaches for making better decisions.
- Learning anticipatory decision strategies for situations participants may encounter.

Throughout the course, key techniques for high impact learning are employed, including active experimentation, in-process debriefs, competitions, self-observation, scenario testing and reflective practice. All are focused on creating immediately actionable learning. Participants leave the course with a set of tools to help them apply what they learned as they continue to refine their decision-making skills.

Additional Specifics:

Decision Mojo™ can be delivered in a number of different configurations:

- A 4.5 hour workshop focusing on 13 cognitive factors that create sub-optimum decisions and 8 key decision strategies for addressing those factors.
- A 7-8 hour workshop that adds a module on group/team decision making, plus additional individual and team practice and application.
- A 1.5 day workshop that includes the above plus direct coaching and/or facilitation of real-time organizational decisions.
- Other custom options are also possible, including organizational/group decision-making audits, the development and inclusion of custom client-specific cases, anticipatory 'what-if' scenario rehearsal and additional practice with the cognitive factors and the decision techniques and approaches.

Optimum Class size is 12-40 participants



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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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