



INSTITUTE OF CHANGE MANAGEMENT



ICM LEARNING SERIES

Lead, Decide, Succeed: The Power of Thoughtful Decision Making



Course Overview

This course focuses on the critical role of effective decision-making in leadership. Participants will explore various decision-making frameworks, tools and techniques to enhance their ability to make informed, thoughtful decisions. Through interactive discussions, case studies and practical exercises, attendees will learn how to balance intuition and analysis, manage uncertainty and lead their teams to successful outcomes. It will also empower leaders to approach decision-making with confidence, clarity and strategic insight.

COURSE OBJECTIVES

At the end of this course, participants will be able to:

- Recognize the stages of decision-making and the importance of thoughtful approaches in leadership.
- Apply various frameworks and models to structure and enhance their decision-making processes.
- Develop the ability to combine intuitive thinking with data-driven analysis for effective decisions.
- Identify strategies for assessing risks and navigating uncertainty in decision-making.
- Engage team members in the decision-making process to leverage diverse perspectives and expertise.
- Learn techniques for assessing the effectiveness of decisions and making adjustments as necessary.



COURSE CONTENT

The Foundations of Decision Making

- Overview of the decision-making process and its significance in leadership
- Common decision-making challenges leaders face
- The impact of organizational culture on decision-making

Decision-Making Models and Frameworks

- Introduction to popular decision-making models (e.g., rational decision-making, the OODA loop, Vroom-Yetton model)
- Selecting the appropriate framework for different scenarios
- Practical exercises to apply these models to real-life situations

Balancing Intuition and Data

- The role of intuition in decision-making and when to trust it
- Techniques for gathering and analyzing data to inform decisions
- Case studies illustrating successful balance between intuition and analysis

Navigating Uncertainty and Risk

- Understanding risk assessment and management in decision-making
- Tools for analyzing potential risks and benefits (e.g., SWOT analysis, risk matrix)
- Strategies for making decisions with incomplete information



COURSE CONTENT CONT'D

Collaborative Decision-Making

- The benefits of involving team members in the decision-making process
- Techniques for facilitating group discussions and consensus-building
- Overcoming common barriers to effective collaboration

Evaluating Decisions and Learning from Outcomes

- Establishing criteria for measuring decision effectiveness
- Techniques for reflecting on past decisions and identifying lessons learned
- Creating a culture of continuous improvement in decision-making practices

Who should attend?



General Managers, Deputy General Managers, Assistant General Managers, Senior Managers, HR and Administrative Leaders, Team Leads, Managers, HR Professionals and organizational development practitioners.

Duration: Two days (9am – 4pm) daily

Date: 19 – 20 June 2025

Venue: Elomaz Hotel, 3/5 Emmanuel St, Maryland, Lagos

Participation Fee: 260, 000 (per participant)

Account Details: First Bank PLC Acct. No. 2031097169

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