

Helen J. Wythe & Associates

Consulting, Facilitating and Training Services

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Our Services > Convening Facilitation Events > Decision Making

Making powerful decisions which are energetically supported by the group and effectively implemented require collaboration by all those affected. Organizations spend considerable resources: time, energy and dollars when gathering people together to make decisions. It is crucial that the decisions made are the best ones possible. Evidence shows that the less stakeholder participation there is, the less likely that the results will be implemented.



As an unbiased professional facilitator *HELEN J. WYTHER & Associates*, will design and facilitate a structured process which clarifies some of the challenges faced when collaborative decision making is the goal such as:

- Determining the objective that is understood and agreed to all by all involved,
- Ensuring that the right members are at the table,
- An understanding of who is making the final decision and
- Participants have all the information and knowledge required to make the best decision possible.

HELEN J. WYTHER & Associates utilizes various techniques which will bring about:

- Positive group behaviours,
- Innovative thinking with time to reflect,
- Reflection time, and
- The right decision-making method for the situation.

We all recognize that some decisions are more important than others, whether in their immediate impact or long term significance. As a means of understanding the significance of a decision so that we can know how much time and resources to spend on it, three levels of decision have been identified:

Strategic decisions are the highest level. Here a decision concerns general direction, long term goals, philosophies and values.

Tactical decisions support strategic decisions. They tend to be medium range, medium significance, with moderate consequences.

Operational decisions are made every day and used to support tactical decisions. They are often made with little thought and are structured. Their impact is immediate, short term, short range, and usually low cost.

*Creating productive individuals, teams, workplaces,
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Issues should be examined and decisions should be made at all of these levels. If you discover that nearly all of your thinking and decision making is taking place at the operational level, then you are probably not doing enough strategic thinking and planning. As a result your organization will be very reactive, responding only to those issues immediately around the organization and never getting control of the situation, direction or goals.

HELEN J. WYTHE & Associates will use a variety of tools to map out the likely consequences of decisions, work out the importance of individual factors and choose the best course of action to take. We have simple techniques which help you to make decisions where many factors are claiming your attention as well as a number of more powerful techniques such as use of Decision Trees, and Six Thinking Hats.

For further details on facilitation of a Collaborative Decision Making session, please e-mail us at info@hjwythe.com.

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