

Decision Teams

2 days workshop

Teams make up the elemental base where an organization's culture is created. Designing teams able to decide in a collaborative, consensual and efficient way implies consolidating an organizational culture among different areas of the company. This workshop gives the interaction mechanisms necessary to generate a proper space for decision within the team. During the workshop we will work on the decision techniques and the group dynamics that encourage alignment, consensus and commitment inside the team towards implementation.

At the end of the workshop attendees will be able to

- Identify and optimize the behavior dynamics of the team.
- Align the different objectives and the definition of the strategic situation.
- Define the roles and responsibilities of the players in each stage.
- Obtaining benefits from the team's diversity to develop creative alternatives.
- Generate consensus and reach agreement among the members.
- Generate commitment during the implementation.

The course is directed to

- Decision teams leaders for specific projects.
- Participants of decision teams for specific projects.
- Business units or functional areas directors.
- People that give analytical support to decision teams.
- Technical experts giving analytical support to decisions.

Workshop content

The collaborative decision process

- Global exercise on decision methodology.
- Traditional approach vs. collaborative decision process.
- Types of decision and different solutions.

Decision Team Design

- Obtaining creative synergies. Balance diversity - identity.
- Tasks and roles division inside a decision team.
- Responsibilities and delegation.

Behavior dynamics

- Decision style and behavior patterns.
- Group decision mechanisms. Generating consensus.
- Aligning individual, team and organization objectives.

Consolidation of a Decision Team

- From the group unit to the team efficiency.
- Generating consensus for decisions.
- Building commitment for the implementation.