



The Art of Participatory Decision Making Workshop

3 Hour Delivery Format

Overview:

Often, a key differentiating factor in the success of an organization is not just its products or services or market share but its ability to elicit, harness and focus the vast intellectual capital and goodwill of its employees. With increased productivity a daily task and the constantly accelerating demand to do more with less a commonplace in today's workplace, leaders must employ a wide range of techniques for maximizing the participatory decision making process. In this highly interactive three-hour workshop, participants explore proven tools and actions that help to harness the intellectual capital of their teams.

Core Contents:

- The Dynamics of Group Decision Making
- Building a Values Framework
- The Role of the Facilitator
- Harnessing the Power of Brainstorming
- Dealing with Difficult Dynamics
- Gathering & Accepting Diverse Points of View
- Building Consensus & Sustainable Agreements
- Exploring the Importance of Decision Rules
- Reaching Closure
- Applying What You've Learned

Key Goals:

- Create a baseline for understanding the leadership opportunity
- Explore the four core values of participatory decision making
- Expand awareness of the leader's role as a facilitator
- Build a framework for expanding skill application
- Provide insight into key elements of effective brainstorming
- Define common obstacles and solutions to group decision making
- Expand capacity to generate and understand different perspectives
- Develop actionable ground rules that ensure inclusiveness
- Build a framework for measuring impact and outcomes
- Develop a team specific action plan for harnessing intellectual capital