

RAPID

Who has the "D"?

Effective Decision Making



Sound familiar?

Wasting time in meetings? Making decisions that turn out wrong? Living with a culture where decisions are sabotaged or not executed? If this sounds familiar, your company is not alone. Many organizations don't know how to make and execute good decisions, which leads to dissatisfied customers, poor profitability, and disgruntled employees.

Breaking through decision gridlock

- Research shows a 95 percent correlation between decision effectiveness and financial results.
- Companies effective at decision making generate 6 percent average total shareholder returns higher than other companies.
- Top companies are more than twice as likely to understand which decisions are most important.
- Frontline managers of companies effective at decision making are three times as likely to know what the critical decisions are.
- 85 percent of executives surveyed are dissatisfied with the efficiency and effectiveness of meetings at their company.

Every day, executives make decisions that have the potential to impact both the short- and long-term performance of the organization. This makes understanding the decision landscape, identifying key stakeholders, creating an effective decision process, and making effective decisions one of—if not the most critical—jobs of the executive team.

“Whenever you see a successful business,
someone once made a courageous decision.”

—Peter Drucker

Focus.
Align.
Engage.
Lead.



Our approach

Our start to finish map of the decision making process is delivered in a powerful two day offering that will change the way your team approaches and makes decisions both now and in the future. Our approach focuses on:

- Reviewing decision effectiveness research findings
- Understanding current team decision effectiveness
- Conducting a Decision X-ray
- Applying the RAPID process*
 - **WHAT:** Determine areas that will benefit from increased decision effectiveness
 - **WHO:** Identify who needs to be involved and play which role in the RAPID process
 - **HOW:** Develop a plan to increase performance using the decision effectiveness tools and by addressing leadership style
 - **WHEN:** Clarify when decisions will get made and when they will be revisited

**Created and delivered in partnership with by Bain Consulting*

Why Highlands Group?

Our team's research in partnership with Bain Consulting, and our applied work touches on every aspect the decision process...from frameworks to gain insights into the decision context, to the impact of organizational culture and leadership style on decision frames, to the role of group processes and dynamics impacting the decision as the team comes together. This broad and deep experience uniquely positions us to provide practical tools that will improve teams' decision making capability laying the foundation for sustained organizational performance.

Who will benefit?

Leaders looking to break through decision bottlenecks, executive teams trying to push decision making down in the organization, project leaders working to get ownership and buy-in to change, teams learning to work collaboratively across the organization—all will benefit from this hands-on, working session.

Want help?

Schedule a brief conversation where we can discuss your situation, how we would approach it, and ways we could assist you.



2975 West Executive Parkway Suite 185
Lehi, Utah 84043
p 801-830-3537
e Info@highlandsgroup.com
www.highlandsgroup.com

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