

# SUPERIOR DECISION MAKING

#UPLIFTOOTHERS

## 5 Steps for Superior Decision-Making

3 min read

Dec 30, 2019

### -Phase One-

*'Nobody knows who decides things here.'*

*"We are not moving at all, due to lack of clear decision-making process — we feel almost paralyzed."*

*'Decision Making in Matrix Organizations — A nightmare! — Too many bosses! Too many egos!'*

*Manager and team-members, often complain about the corporate decision-making-process and describe it even more difficult in matrix organizations.*

**Bottom line:** Employees have the right to know from their superiors, who has the last call on what. Most managers have superiors, too — and the same right!

For every Manager and team-member: The best moment for clarifying the decision-making procedure is at the BEGINNING of any project. I highly recommend it! Make it a mandatory part of the first meetings! Insist on clarifying it at the beginning!

*Why at the beginning? Why not shortly before or during the decision making?*

All are more open at the start — open to listen, open to reason, and with fewer attachments of their own ideas and opinions. If it is too late, attachments override reasoning.

The following 5 steps work brilliantly with: Your teams, your direct report, your colleagues, customers, and even with your superior — AND it works as well -like magic- at home, with your spouse and kids -3 years to teen-ager, and babysitter or friends who take care of your kids over the weekend, you name it.

It will make your professional and personal life hugely easier. The body of positive psychology behind this formula below is massive: Inclusion, being self-reliant, feeling valued, trusted, improved efficiency, improved velocity, improved performance...

## **BEFORE THE DECISION**

1. **Get clarity:** LONG BEFORE you enter the decision-making part of any project, task, and solution, clarify early as possible: “Who has the last call? — On what exactly?”. The earlier the better! Start with 10–15 items max. at the beginning.
2. **What majority:** If a group/ team has the last call, clarify early enough: “With what majority do they decide: Simple majority,  $\frac{3}{4}$ ,  $\frac{2}{3}$ , unanimous?”
3. **Be inclusive:** Clarify as well: “Who needs to be involved, heard, involved, PRIOR to the last call? — When & How & By Whom?”
4. **Timeframe:** Clarify: “How long does the decision stay untouched?”

## **AFTER THE DECISION**

1. **Inform:** Clarify: “How informs whom, how, when about what, in what sequence, once certain decisions have been made.”

Phase two comes at another time: What if you decide in a group and you cannot come to a consensus with two or more options? I will show you a

method, that a majority vote of e.g.: 3–2 would turn in that way that the option the 2 voted for will win.

*Please share in the comments your decision-making life hacks. So we all as a community can learn from you.*

**Do you want to have further insights into decision making in leadership?**

**Get in touch with me!**

Yours gratefully

Gerald



*“My goal is to provide you the most powerful and proven solutions for complex transformations and others challenges you face as a leader - in such a way, so you can use it immediately, with immediate tangible benefits - for you, your team and your organization. Towards the world’s strongest transformation and leadership system at your hand “*

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