

Getting decision rights right: How effective organizational decision-making can boost performance

NO DUPLICATES!!

"Research shows that, in many organizations, ambiguity surrounding who is responsible for making a decision (or decisions) is a primary cause of delay in the decision-making process" (p.2) (Susan Gracia)

"The responsible individual or individuals are those who carry out the actions prescribed by a decision - not necessarily who make the decision." (Page 5) (Andrea Carro)

an organization's decision rights practices, depends critically on how clearly and simply those decision rights - the who, what, and how of decision making - are defined and communicated" - Vasu Ambasana (Page 5)

"Our research shows that organizations with high organization Our research shows that organizations with high organization design maturity characteristically." (p.2) Yujian Chen

"Giving frontline workers more decision-making authority can increase adaptability but it can also create confusion if accountabilities are not clearly defined and communicated." (p.8) - Saurabh Sethia

"Among the most important ways to better understand customer wants and needs is for organizations to listen more closely to what their customers are saying" (p.8) Kajal Amarnani

Prioritizing Customers voice and in any organization can help firm to make effective decision and boost performance." (Pg 8) - Dhruvin Shah

"It seems obvious that the lack of clarity around decision rights would tend to hamper timely decision-making and/or compromise decision quality leading to under performance of the organization."(p.1) (Parveen A)

promoting an organization's decision rights practices is a long-term hard process, and it also request all employees and managers to work this process. (p.9) Chenqi

simplicity and clarity in right decisions can sometimes prove to be missing ingredient in an otherwise stuck transformation effort (P.6) Sashank yakkali

"An organization that puts these attributes in place will-positioned to improve both the speed and quality of their decisions-with positive business results." (p.3) (Zeying Cao)

"Establishing a clear common mission for the group can help counter risk, allowing the group to reach decisions more quickly and less contentiously."(p.7) Brenda Zhai

The responsible individual or individuals are those who carry out the actions prescribed by a decision, not necessarily those who make a decision, (p-5), (Nishank Kumar)

Role of Data Science in strategy and decision making

"In a nutshell, data science takes the complete picture into account to make a data-centric business impact" (p. 2) (Susan Gracia)

**"Who is accountable for decision outcomes? "(pg5).
"The aim of strong, transparent accountability is not to assign blame for a decision gone wrong."
(pg 6)(Tuhena Sen)**

**Data Science provides much needed business intelligence that is crucial to achieving desired business outcomes at optimal risk return trade off(pg-2)
(Barkha Sethia)**

pushes the organization to think out of the box, get out of their comfort zone, and develop a culture of innovation and experimentation because risk have been already mitigated or eliminated " (P2)

Another way data science aids in better decision making is through speed.

**Data Science Empowers the organization to take decisions based on quantifiable and data-driven evidence. (Pg-2
Charan Kumar**

Data science incorporates the elements of big data, machine learning, artificial intelligence and predictive analytics to "understand and analyse actual phenomena" with data. - Page 1 - Rishi

Decision-Making: The impact of organizational culture

"What do your values and behaviors say about the type of organization you are currently and the type you want to become?" (p.2) (Susan Gracia)

"The way the organization goes about conducting business should be reflective of the organization's culture" (Pg 2) - Andres Wagner

"While this is a great example of an organization's culture is aligned with on-the-job behaviors, organizations can also experience the opposite - misalignment between culture and behaviors". (p.2) [Sunil Rai Thota]

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"It was the habit of each person to ask everyone else if they needed any help before leaving for the day." (p.2) (Jian Sun)

"It was an indicator of the importance of team work and collaboration in this organization's culture." (p.1)(Yao Xiao)

Are these programs resulting in the outcomes identified prior to implementation? What value are they bringing to your organization? (p.2) (Jifei Xie)

