

CoGrammar

Welcome to this
session:
Lecture:
Effective
Decision-Building

The session will start shortly...

Any Questions?
Drop them in the questions section.

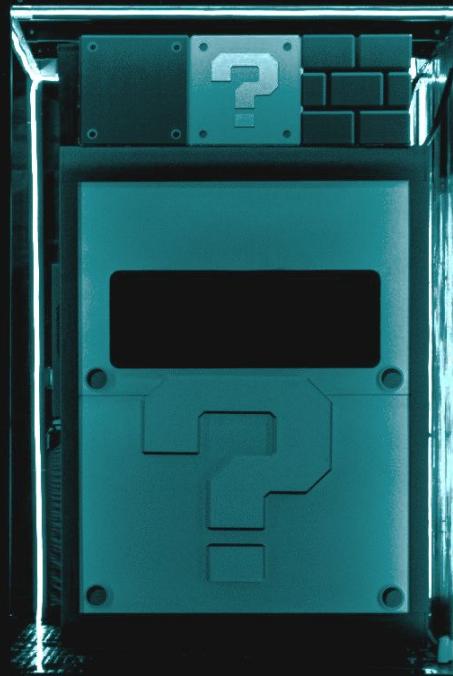


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Safeguarding & Welfare

We are committed to all our students and staff feeling safe and happy; we want to make sure there is always someone you can turn to if you are worried about anything.

If you are feeling upset or unsafe, are worried about a friend, student or family member, or you feel like something isn't right, speak to our safeguarding team:



Ian Wyles
Designated Safeguarding
Lead



Simone Botes



Nurhaan Snyman



Rafiq Manan



Ronald Munodawafa



Tevin Pitts

**Scan to report a
safeguarding concern**



or email the Designated
Safeguarding Lead:
Ian Wyles
safeguarding@hyperiondev.com

Democracy

Every person's opinions matter.

Respect

We look after each other.

Tolerance

We accept each other's differences.

British values

Rule of Law

We keep to the rules.

Liberty

We are free to make choices.

Housekeeping



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Leadership & Management Live Lectures – Housekeeping

- The use of disrespectful language is prohibited in the questions, this is a supportive, learning environment for all - please engage accordingly.
 - **(Fundamental British Values: Mutual Respect and Tolerance)**
- No question is daft or silly - **ask them!**
- Should you have a question during the lecture, please feel free to **post in the Questions section** and I will respond throughout.

Leadership & Management Live Lectures – Housekeeping

- Activating **live captions** in your browser's accessibility settings is a helpful option for better understanding, especially for those with hearing impairments or challenges with accents.
- For all **non-academic questions**, please submit a query:
www.hyperiondev.com/support
- Report a safeguarding incident: **www.hyperiondev.com/safeguardreporting**
- Should you have any further questions or want to provide us with feedback, please feel free to post them **here**.
- **GitHub Link to access L&M Presentation Slides.**

Open Questions



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Question 1

What are some different ways you've seen people make decisions?

Do you have a style that you prefer?

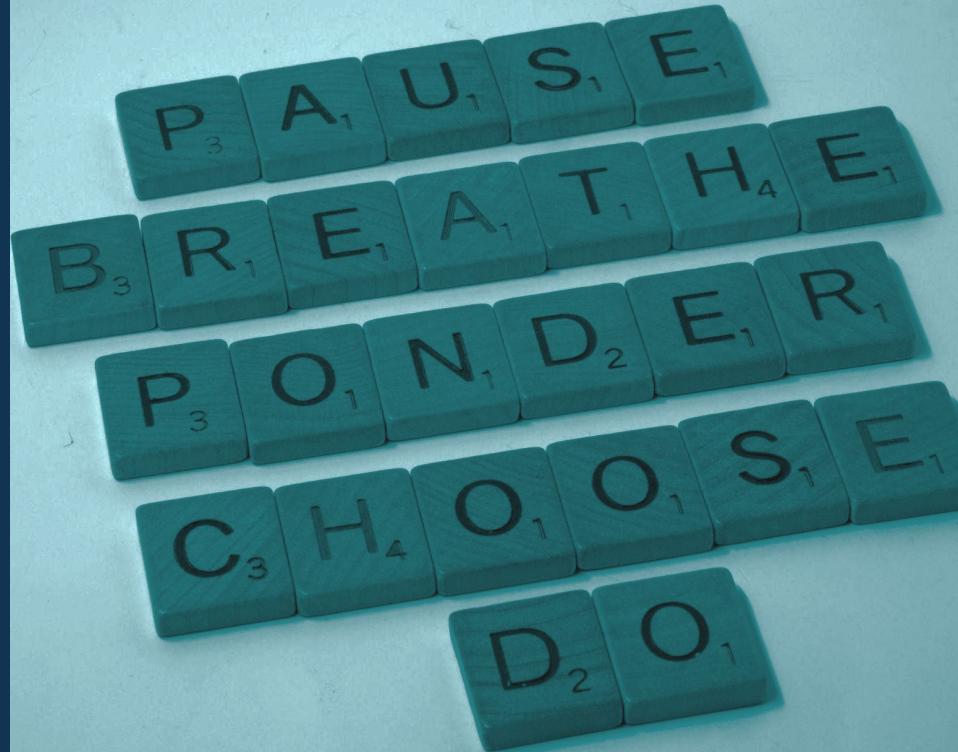


Photo by [Brett Jordan](#) on [Unsplash](#)

A close-up photograph of a person's face, wearing glasses, looking down at a stack of approximately ten light-colored wooden blocks. The person has their hand near their chin, suggesting deep thought or contemplation. The lighting is soft, and the background is blurred.

Question 2

How do you usually approach risk when making decisions?

Do you think it's important to weigh the potential downsides?

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Question 3

Have you ever made
a decision based on
data or statistics?

How did that
influence your
choice?



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Question 4

When faced with a tough choice, how do you consider what's right or wrong?

What factors play into your ethical decision-making?

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Learning Objectives

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Leadership & Management/**Decision-Making Styles**

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Learning Objectives



- Investigate diverse **decision-making styles** and master selecting the most effective approach based on context and organisational needs.
- **Examine and establish thorough risk assessments** and develop proactive strategies for addressing potential organisational challenges.
- Determine how to **gather, analyse, and apply relevant data** to inform strategic decisions, aligning choices with organisational goals.
- **Explore ethical decision-making** and establish how to navigate complex situations with integrity, ensuring alignment with ethical principles and organisational values.

Decision-Making Styles



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DECISION-MAKING STYLES

Effective leadership hinges on making **timely and informed decisions** and understanding various decision-making styles is pivotal in acquiring this skill.

This section will introduce you to the **diverse approaches** leaders can leverage when faced with decision-making challenges.

Autocratic Decision-Making

- Centralised leadership style.
- A single leader making decisions without seeking input from others.
- Can expedite decision-making.
- May risk stifling creativity and employee engagement.



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Photo by [Cherrydeck](#) on [Unsplash](#)

Democratic Decision-Making

- Involves collaboration and collective input from team members.
- Tap into the collective wisdom of their team, fostering a sense of shared responsibility.
- May be time-consuming and often encounter challenges in achieving consensus.

Laissez-faire Decision-Making

- Empower team members to make decisions independently.
- This style encourages autonomy and creativity.
- May lead to a lack of direction and accountability if not carefully managed.





Consensus Decision-Making

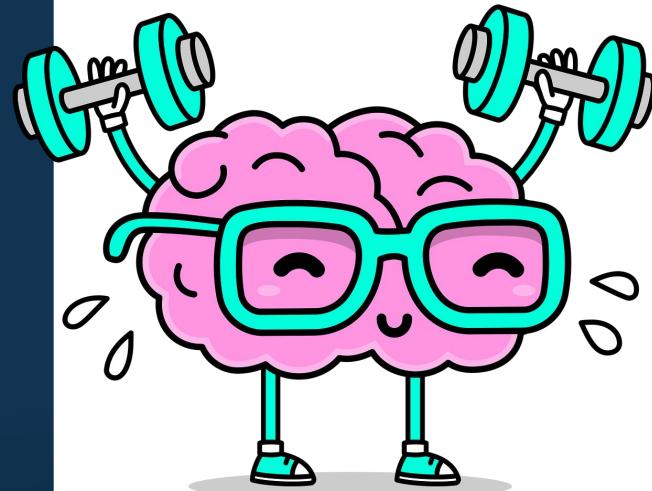
- Building on collaboration, leader seeks agreement from all team members.
- Fostering a sense of unity and commitment.
- Achieving consensus can be time-intensive and may require adept conflict-resolution skills.

Intuitive Decision-Making

- Leaders rely on their intuition or gut feeling to **make decisions swiftly** in certain situations.
- This style can be effective in **fast-paced environments**.
- Risks being subjective.
- May benefit from complementary **data-driven approaches**.



Personal Activity - Time To Reflect



1. How do my preferred decision-making styles impact the dynamics of my team and the outcomes of our decisions?
2. Am I adaptable in employing different styles based on the context, or do I consistently rely on a specific approach?
3. How can an awareness of various decision-making styles enhance my leadership effectiveness in different situations?

Risk Assessment & Management



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RISK ASSESSMENT & MANAGEMENT

In the changing world of leadership, aspiring leaders must be good decision-makers. This means more than just making decisions; it's about **understanding and dealing with the risks** associated with the outcome of those decisions.

In this section, we'll look at how to recognise, evaluate, and manage risks. It connects the dots between making good decisions and ensuring your organisation can successfully **navigate the challenges associated with those decisions**.

Understanding Decision-Making And Risk

- Risk involves **uncertainties** that could affect how an organisation achieves its goals.
- Leaders need to distinguish between potential problems and **opportunities for success**.
- It's about making smart decisions that align with the organisation's strategic goals.





Navigating The Decision-Making Landscape

- Leaders go through a systematic process of:
 - Identifying possible risks.
 - Understanding how likely they are.
 - Figuring out their potential impact.
- This helps leaders prioritise risks and wisely allocate resources to mitigate them.

Strategies For Decision-Making And Risk Mitigation

- Leaders need plans to deal with risks once they are identified.
- This could involve taking proactive actions beforehand to avoid problems:
 - Making backup plans.
 - Purchasing insurance to protect against losses.
 - Collaborating with other organisations that can help in addressing these risks.
- Organisations become adaptable and less affected by unexpected events.

Risk Management Strategies

- Preventive Measures.
- Contingency Planning.
- Diversification of Resources.
- Risk Transfer Through Insurance.
- Strategic Partnerships.
- Training & Skills Development.
- Scenario Planning.

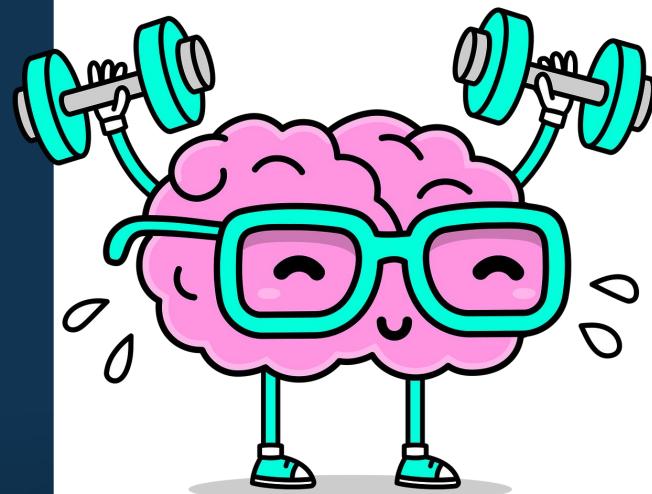




Balancing Risk And Innovation

- Embracing calculated risks can lead to innovation and growth.
- Excessive risk aversion may stifle progress.
- Explore strategies to foster a risk-aware culture that encourages innovation without jeopardising organisational stability.

Personal Activity - Time To Reflect



1. How can I proactively integrate decision-making and risk mitigation strategies such as preventive measures, contingency planning, and risk transfer into my leadership approach as a leader?

2. How can fostering a culture of ongoing training and strategic partnerships enhance my team's adaptability, ensuring we navigate uncertainties effectively and contribute to the long-term resilience of our organisation?

Let's take a break

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Data-Driven Decision-Making



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DATA-DRIVEN DECISION-MAKING

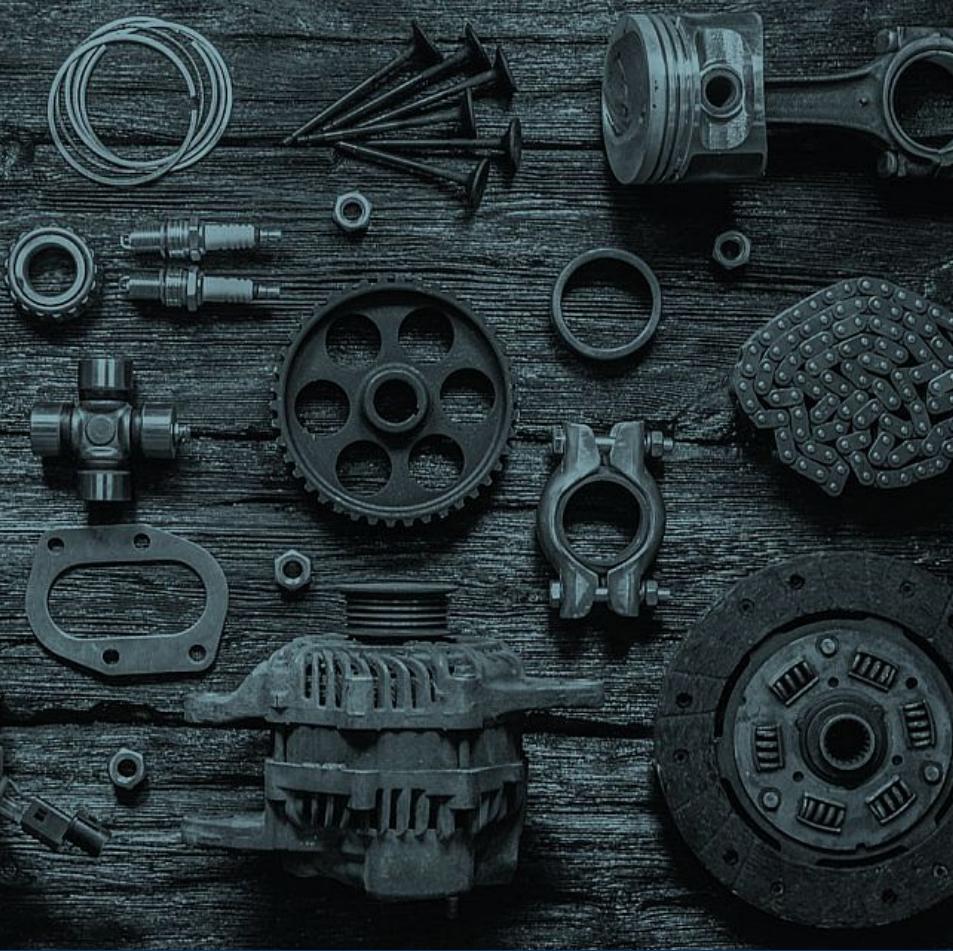
An approach to making **informed choices and strategic decisions** based on empirical evidence, statistical analysis, and relevant data.

In this method, leaders and decision-makers **rely on data and analytics** to gather insights, identify patterns, and derive meaningful conclusions rather than relying solely on intuition or experience.

The process involves collecting, processing, and interpreting data to guide decision-makers in **understanding trends, predicting outcomes, and optimising strategies**.

Key Components

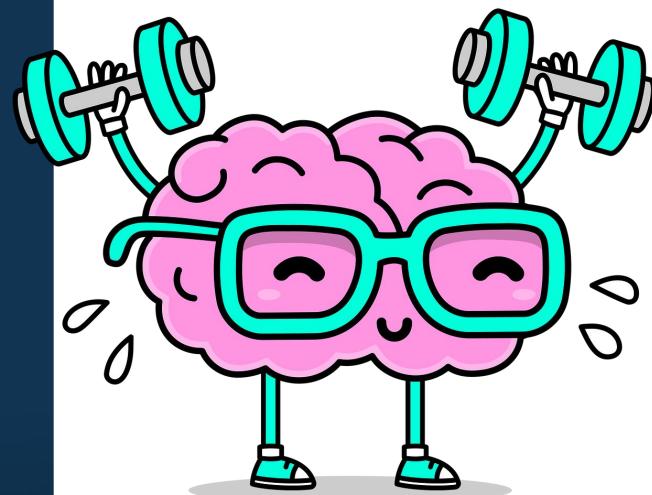
- Data Collection.
- Analysis.
- Visualisation.
- Informed Decision-Making.
- Continuous Improvement.



Application



Personal Activity - Time To Reflect



1. How can I leverage data-driven decision-making in my leadership role to enhance the precision of my strategies?
2. What steps can I take to foster a culture of continuous improvement within my team, ensuring that relevant data and insights consistently inform our decisions and that we remain adaptable in dynamic business environments?

Ethical Decision-Making



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ETHICAL DECISION-MAKING

In this section, we'll go into the complexities of ethical decision-making, emphasising its crucial role in **fostering trust, accountability, and long-term success**.

Leaders are tasked with navigating intricate situations, weighing the consequences of decisions on various stakeholders, and **upholding a commitment to fairness, honesty, and responsibility**.

The foundation of ethical decision-making lies in a **deep understanding of one's values and the ability to apply them** consistently in challenging situations.

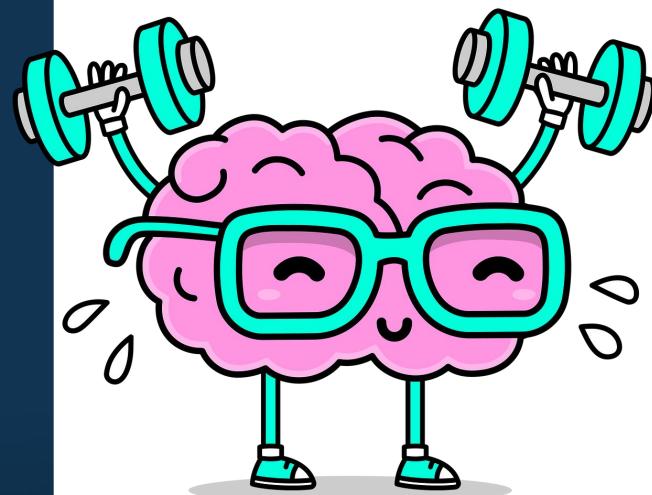




Key Components

- Clarity of Values.
- Consideration of Stakeholders.
- Transparency and Open Communication.
- Ethical Dilemma Resolution.
- Continuous Ethical Reflection.

Personal Activity - Time To Reflect



1. How can I, as a leader, ensure that ethical decision-making is ingrained in my leadership style?

2. What steps can I take to foster a culture of transparency, stakeholder consideration, and continuous reflection on values within my team, ensuring that ethical principles guide our decisions and actions?

Conclusion



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Conclusion

- **Diverse Decision-Making Styles:**
 - Analytical, intuitive, collaborative, directive, and ethical approaches.
 - Leaders must adapt styles based on context and organisational needs.
- **Recognising and Managing Risk:**
 - Understanding the risks inherent in decisions.
 - Evaluating, processing, and managing risks effectively to minimise negative outcomes.
- **Data-Driven Decision Making:**
 - Leveraging empirical evidence, statistical analysis, and relevant data.
 - Transforming data into insights to guide decisions and strategies.
- **Ethical Decision-Making:**
 - Balancing organizational goals with ethical principles.
 - Ensuring decisions align with core values and societal expectations.

Questions and Answers

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Thank you for attending

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for Education