



An ISO 9001:2015 & ISO 29990:2010
Certified Company

Leadership Decision Making

Architecture for Optimising
Organisational Performance

06 - 10 October 2019

05 - 09 January 2020

Dubai, United Arab Emirates



Why Choose this Training Course?

Leadership is often characterised by the capacity to be decisive and to make decisions that generate a positive momentum within the organisation. Thus, by definition, leaders are “decision architects”, required to understand when to make quick decisions and when to be more reflective utilising the “collective wisdom” that exists around them. They must understand how and when to balance the responsive emotional reaction with the more reasoned and calculated response. A leader’s decision-making skills are only as good as their ability to identify and evaluate problems. Both activities must be viewed against the macro context of continuous global change, political instability and market uncertainty and the personal micro context of the anxiety, stress and potential hostility that frequently arises when difficult problems are confronted, and tough decisions made.

This highly interactive leadership training course will equip leaders with the self-belief, confidence and proven techniques to make sound and effective decisions; initially through a detailed analysis of personality and leadership and thinking styles. The programme highlights three factors that underpin leadership decision making. Emotional intelligence and its crucial role in influencing others; the ability to handle uncertainty in an ever-changing world and the necessity of balancing rational and emotional responses, applying the science of logic with the energy of creativity. If you are responsible for key decision-making activity, this programme will be of great benefit offering new techniques and opportunities to strategically plan for the future

This AZTech training course will feature

- Assessing leadership styles and how they impact the organisational decision-making culture
- Whole brain thinking solutions to balance logic and emotional response
- Emotional intelligent leadership for insightful responses utilising collective wisdom
- Recognising and applying the symbiotic nature of problem solving and decision making
- Creative leadership that facilitates the empowering, inquiring and responsive organisation

How will this Training Course be Presented?

This AZTech training course will utilise a variety of proven adult learning techniques to ensure maximum understanding, comprehension and retention of the information presented. The seminar is carefully designed to address all styles of learning and to engage participants fully. Practical sessions will provide opportunities for personal participation in real situations and the opportunity to analyse current organisational/team concerns, problems and issues. The methodology will be grounded in the delegates own practice; ensuring both relevance and a high level of productivity. Cutting-edge skills of Neuro-Linguistic Programming and Emotional Intelligence are employed to enable delegates to fully appreciate how they and people think and reach decisions. All activities are focused on making an impact and improvement in practice. Psychometric tools are employed to offer objective feedback and utilised to target future areas of potential. It will be five days of extensive focus on leadership and the higher cognitive skills of problem solving, decision making, whilst offering insights into delivering innovative and creative solutions to improve organisational performance.

Who is this Training Course for?

This training course is suitable to a wide range of professionals or anyone wishing to improve their communication, interpersonal, problem solving and decision-making skills. It will have specific appeal to:

- All professionals wishing to further develop their leadership, critical thinking and decision-making skills to enhance their career progression
- Leadership professionals who wish to utilise creative techniques that offer insight into organisational concerns
- Team leaders interested in further developing their management and facilitation skills to build collaborative practice and harness the richness of diverse thinking
- Organisational leaders who make key business decisions and seek tools for guidance
- Professional new to leadership/management roles and wishing to improve their communication, interpersonal, problem solving and decision-making skills
- Leaders who seek to challenge the culture of their organisation and build the innovation necessary for the “enterprise culture” of the 21st century

What are the Goals?

By the end of this training course, participants will be able to:

- Analyse and reflect on personal leadership qualities to initiate actions for improved decision making and problem-solving practice
- Understand the psychology of “architectural” decision making and select appropriate strategies for ensuring credibility and organisational success
- Evaluate, select and apply responsive decisions that balance emotion with logic and reason with a taste of creativity
- Demonstrate self-belief and interpersonal confidence to enhance their leadership status
- Promote a leadership culture that empowers employees by appreciating the potential collective wisdom, collaborative inquiry and the power of innovation

The Course Content

DAY ONE: **The Leader as the “Decision Architect”.** **Psychological Insights**

- How Perception influences our understanding of leadership
- Changing Paradigms of leadership thought
- The “Decision Architect”, agile, responsive and decisive leadership
- Personality, leadership style and decision-making activity
- Systematic errors in decision making: thinking preferences and their implications
- Decision making and problem solving: symbiotic twins: How elastic is my brain?

DAY TWO: **Developing a Structured and Balanced Response to Decision Making**

- A systematic, mechanistic and structured approach to making decisions
- Team exercise: collaboration, isolation and group thinking
- Impacting variables: Ethics, Values, Bias, Spiral dynamics and Hubris
- How well do I make decisions? Analysis, reflection and outcomes.
- IDEAL Problem Solving: Stage 1 in the decision-making process
- Collective inquiry to ensure IDEAL outcomes: “making work groups smarter”

DAY THREE: **Optimising Organisational Performance through Collaborative Dialogues, Strategic Tools and Committed Practice**

- Emotional Intelligence, collaborative practice and decision making
- Understanding Team Dynamics: Equipping Your Team to Make Decisions
- Diagnostic tools for organisational improvement Case study: Millennial Engagement
- Daniel Kahneman: Nobel prize winning thoughts on decision making
- Whole brain thinking: divergent and convergent thinking
- Applied Practice: Assessing organisational concerns through a “zig zag” approach

DAY FOUR: **Building Creative Insights and Innovative Capability in the Organisation**

- How to make good decisions; peer coaching sessions
- Appreciative Enquiry: accentuating the positive to eliminate the negative
- Alternative forms of representation: soft system methodology for insightful change
- Using Nature and multiple intelligences for creative outcomes
- Assessing culture and organisational creativity; does it create the desired future
- How creative am I? Adaptive and Innovative potential?

DAY FIVE: **Architectural Leadership: Vision, Inspiration and Momentum**

- Developing the critical mindset of the “Decision Architect”
- Predicting the future: simple tools for organisational sustainability
- Decision making in Leadership: a case study of Vision, Inspiration, Momentum
- My VIM statements: strategic, organisational and personal
- Beware the unpredictable black swan!
- Review and action planning

COURSE SCHEDULE:

06 - 10 October 2019

05 - 09 January 2020

Dubai, United Arab Emirates

THE CERTIFICATE:

AZTech Certificate of Completion for delegates who attend and complete the training course

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DATE	VENUE	FEES(USD)
06 - 10 Oct 2019	Dubai - UAE	\$4,950
05 - 09 Jan 2020	Dubai - UAE	\$4,950

REGISTER NOW

This fee is inclusive of Documentation, Lunch and Refreshments may be subjected to 5% VAT

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Hotel Accommodation

Hotel accommodation is not included in the Registration Fee. A reduced corporate rate and a limited number of rooms are available for attendees wishing to stay at the hotel venue. Please make your request for accommodation at least 3 weeks prior to the commencement of the course.

Event Disclaimer

We reserve the right to cancel or postpone a seminar or related event, change venue, substitution of the Instructor and alter the course content at our sole discretion. If this occurs, our responsibility is limited to a refund of any registration fee(s) already paid. We are not responsible for airline tickets, hotels costs, other tickets or payments, or any similar fee penalties or related or unrelated losses, costs and/or expenses registrant may incur or have incurred as a result of any trip cancellations or changes.

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4 Ways to Register

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