

An Article on “Decision Making”

Abstract :

The main purpose of this article is to educate young group leaders how to arrive some decision. One man show is sometime risky but at critical situation it has to. Always take the whole group along in decision making. Various steps have been discussed to arrive at the right decision in which the responsibility is equally shared.

Keywords:

Stake-holder, vital ramifications. Leadership, Timeliest manner

Description:

Well experienced leaders make solid decisions and commit to seeing them through. A key skill in becoming a successful leader is the skill of decision making. It is surprising how many people don't like to make decisions. They do all kinds of things such as gathering more data, talking to more people, but not thinking about the decision, hoping the problem will go away on its own. Good leaders develop the skill of making the best decision possible with the best information available in the timeliest manner. They are quick to decide and quick to take responsibility for their decisions - positive or negative.

Successful leaders have learned that action is vital. They live with the reality of consequences and know there will always be uncertainty in decisions. No one can see all possible ramifications; no one can predict

every contingency; no one can absolutely prevent failure. **Leaders know that failure is not final, it is a learning opportunity.** The real danger surrounding decision making is not "will I make the wrong decision" but "did I make the best decision possible given the facts and circumstances". Strong leaders will always recover from poor decisions - they learn and become wiser. But losers will mess around and miss opportunities. And once they finally make a decision, chances are their decision will have no momentum, no passion and no urgency.

As a result of meetings with various peoples at various times and location, I found that:

1. What is the downside?

One of the leader's most important jobs is to protect the organization. Exposing the organization to undue risk is never wise.

2. What is the cost/benefit ratio?

Smart leaders use the cost/benefit ratio to leverage growth and profitability. Good decisions are highly leveraged with low cost/high benefit. Poor decisions are high cost/low benefit. When leaders find low cost/high benefit opportunities (with minor liability of course) the decision is, "Yes, let's do it."

3. Who needs to be involved with this decision?

Good leaders understand that making decisions goes far beyond being in charge and calling the shots. Decision making is also one of the best developmental tools at their disposal. In order to create momentum around decisions the leader must cultivate commitment.

Steps of Decision Making:

The following are various steps taken in decision making process:

Step One: Leader makes the decision alone.

This is used especially in emergency situations where immediate action is critical. Input is not helpful, quick action and immediate compliance is required.

Step Two: Leader makes the decision with input from key stakeholders.

The leader seeks input, usually to cover blind spots and enhance their depth of understanding around the issue to be decided. Stakeholders hold important information and not consulting them would be foolish.

Step Three: Consensus building - leader being the final authority.

Leader solicits input from a variety of sources, builds consensus around a specific direction, allows the group to make a recommendation of which the leader must finally approve. This level takes considerable skill and is where developing leaders often make mistakes. Solid decision makers are well versed in the skill.

Step Four: Delegate the decision to someone else.

The authority and responsibility are clearly shifted away from the leader to the subordinate. Both the leader and the direct report will face the consequences good or bad. The leader reviews the decision, but does not change it and uses it as an opportunity for development.

Step Five: True consensus.

Leader fully delegates the decision to a group or a committee. If the leader is part of the committee then he is just one vote among many. The group processes all the decisions involved, compromises positions until everyone is in agreement.

Strong leaders want the process decisions must go through to be effective. As leaders move higher in organizations the demand upon their time and influence also increases. The temptation to use the power of position to make things happen is high. Leaders with insufficient insight often get caught in this trap and learn expensive lessons on wrong decisions. Hopefully you can avoid these mistakes.

CONCLUSION:

If a leader in an organization wants to take decision it is necessary for a leader to collect all essential information, prepare a meeting session and call all subordinates and take their opinion also, or it is much better for a leader to shift his responsibility to his subordinates so it is much easier to take final decision regarding your problem, the importance of taking decision in this way is that the burden shifts among subordinates equally.