



**Introduction to Decision Making
*in Organizations***

DM001A

Course Brochure

You cannot run ...

ahead of the pack

If you do not think ...

ahead of the pack

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Background

Making decisions is arguably the most important activity that steers an organization. Yet this aspect of organizational health and vitality is often overlooked and poorly studied. While managers and leaders are often given enormously responsible positions, trusted to make decisions with wide-ranging impact, few make the effort to study and understand the dynamics of decision making in organizations so as to ensure they excel in this important aspect of organizational life.

When decision making is studied, it is often reduced to the activity of choosing between alternatives. At Van Thinking we do not follow this pattern, and in fact believe that the impact of decision makers who understand the realities and subtleties of organizational decision making can exponentially benefit the organization.

For this reason we offer our courses in Decision Making. These courses strive to be an overview of the best that current academic understanding offers, mixed with a strong dose of experience and practical application.

DM001A is our introductory interactive online course about organizational decision making.

Objective

This introductory course gives an overview on organizational decision making from literature, and stimulates discussion how to implement the principles in your own environment.

Our objective is to provide a sound foundation of organizational decision making without resorting to over-simplifying or over-mystifying it. Organizations are complex, and human decision making is complex and ambiguous at best. Yet decision makers need to engage both of these in productive and innovative ways to ensure a cohesive and growing organization.

You can expect to understand how to approach organizational decision making, armed with the best understanding currently available in literature. We avoid focussing on “recipes” or “techniques” in our material. Rather, we guide participants to engage the complex reality of organizational decision making head-on.

You will also analyse your own environment and identify areas where you can have a positive influence in creative ways as part of the assignments of this course.

Curriculum

Theme 1: Understanding Decision Making Risk

This material covers everything that was covered in the Free Email Course in Decision Making Risks and builds on the understanding of that material. It is strongly advised that you complete this free course before the start of DM001A.

[Click here](#) to read more about the free email course.

Theme 2: Decision Making Dynamics and Models

We give attention to subjects like

1. Rational Decision Making (Rule-based Decision Making)
2. Identity Based Decision Making
3. Decision Making and Power
4. Silent Decisions, Non-decisions and High Impact Decisions
5. Decision Making and Sense Making
6. The invisible influences on decision making and how to avoid the pitfalls
7. A short introduction to Decision Support and Decision Support Systems

(1, 2 and 3 above covers the same material as the [Email Course DMEP001](#) (Introduction to Organizational Decision Making))

Theme 3: The Organizational Decision Landscape

The Organizational Decision Landscape is discussed as a generic concept, and its application in specific organizations is explored. Participants do a practical assignment to study their own organization's decision landscape and identify possible areas of improvement.

A short introduction to the peculiarities of strategic decision making is provided.

Theme 4: Practical Application in a Problem Case agreed upon with each participant.

Each participant chooses a practical problem case in his/her environment to engage using the dynamics of decision making in cooperation with the Van Thinking Course presenter. This is the most interactive part of the course where regular interaction with the Van Thinking course presenter is enhanced through group discussions and presentations.

The main aim of this practical application is to practice the use of the Organizational Decision Making Landscape in conjunction with the [Scientific Productiveness Features](#) (only "assumptions" are covered in this course) and the Focus Areas for enhancing the Quality of Decision Making on Organizations.

Course Format

This course is offered in two formats, namely on-line and live in a selection of countries.

Online Format

You need broadband internet access to participate in this course online, as well as a headset with microphone for the online discussions. No software will be loaded to your computer, all resources are available on-line.

The course is a combination of text-based reading, video material and online interactive activities (some in person with the course presenter, while others are on-line group activities).

Some activities are graded, so that participants can obtain Van Thinking Certification if the required grade is obtained. Other participants can apply to receive a letter of attendance from Van Thinking.

Live Format

The course is currently offered live in South Africa and New Zealand. Contact us via the email supplied below if you are interested to participate in the live course.

The Live course is an intensive, full time week course, offered at your venue. The assignments are done during work hours, and some also require some after hours work.

Some activities are graded, so that participants can obtain Van Thinking Certification if the required grade is obtained. Other participants can apply to receive a letter of attendance from Van Thinking.

Accreditation

Van Thinking provides a certificate to all successful candidates that obtain the required grade. Each Certificate contains your unique identifiers that will allow future inquiries to check the validity of the Certificate.

Those participants who complete attendance, but choose not to follow the accreditation route through the course (i.e. they do not want their activities to be graded) will receive a Certificate of Attendance upon request.

Communication and Further Information

You can [read more about this course](#), [enrol to participate](#), or read about all the services we offer regarding decision making [read about all the services we offer regarding decision making](#) we have online regarding Scientific Thinking.

Communicate with us regarding this course via email using dm001a@vanthinking.com

Course Presenter: [Mariana van der Walt](#)

Enrol Yourself for this Course

You can [enrol for participation](#) in the next online cycle of this course. Once you have completed the enrolment process, we'll contact you to provide you with the information you need to enter the course on the start date of the course.

You will also receive an email reminding you of the start date within the week before the course is due to start.