

DECISION MAKING

EMPOWER YOUR MANAGERS WITH A PRACTICAL FRAMEWORK TO MAKE THE RIGHT DECISIONS AND BUILD BETTER BUSINESS ACCUMEN

DECISION MAKING FROM HARVARD BUSINESS PUBLISHING IS A SIMULATION-BASED COURSE DESIGNED TO IMPROVE DECISION-MAKING SKILLS

DECISION MAKING from Harvard Business Publishing immerses managers in challenging, dialogue-based scenarios where the choices they make drive the conversation—and the results. The learn-by-doing experience enables managers to build essential business skills in a highly interactive environment. Personalized feedback, expert content, and performance indicators guide learners toward heightened business effectiveness in making smart, informed decisions. Articles, tools, and action-planning resources aid managers in their day-to-day roles and enable them to apply their learning on the job.

CONTENT

SCENARIO-BASED LEARNING, IMMEDIATE FEEDBACK, INTERACTIVE TOOLS

Decision Making gives your managers an advantage when making important business decisions. This simulation introduces techniques developed by leading experts that teach managers to simplify complex decisions, accurately apply intuition, avoid “thinking traps,” and lessen decision-making biases. Ultimately the course provides managers with a practical, tactical approach to making educated decisions.

Decision Making takes managers through situations where they learn to:

- **Identify and avoid** “thinking traps”—distortions and mental biases that can sabotage reasoning.
- **Simplify** complex decisions by evaluating options, alternatives, and potential results.
- **Strengthen and apply** intuition during decision making, and balance it with fact-based analysis.
- **Make decisions** in challenging, real-life situations, and experience the consequences.
- **Determine** the most effective ways to make decisions based on the information available.

Improving a manager’s ability to make sound decisions has a direct impact on the performance of your organization. *Decision Making* empowers your managers with a systematic approach to making informed decisions, and gives them the confidence to take decisive action.



HIGHLIGHTS

- > World-class, award-winning content
- > Rich, interactive role playing
- > Video and gaming aspects
- > Immediate, personalized feedback
- > Proven decision-making framework
- > Customizable on-the-job action plan
- > Flexible learning paths
- > On-screen guide that provides direction
- > Learning by doing

EXPERTS

The course content is drawn from the research and writing of renowned practitioners and prominent professors acknowledged as top experts in leadership development.

HOWARD RAIFFA

Frank Plumpton Ramsey Professor of Managerial Economics Emeritus, Harvard Business School

JOHN S. HAMMOND

Consultant, former professor, Harvard Business School

RALPH L. KEENEY

Professor, Marshall School of Business and the School of Engineering, University of Southern California

ALDEN HAYASHI

Former senior editor, *Harvard Business Review*

All course exercises are short and modular, so that no portion takes more than 30 minutes to complete.

Estimated total course time:
2 hours

> For more information visit:
www.harvardbusiness.org/corporate



COURSE ELEMENTS

A FRAMEWORK FOR SOUND DECISION MAKING

Decision Making guides managers through realistic situations in an interactive format where their decisions lead to consequences that impart new insights. Just as with live conversations, each situation offers alternative paths that produce different outcomes for each challenge. Realistic practice scenarios and interactive tools enable time-pressed managers to grasp key concepts quickly and retain them permanently.

Simulations enhance Harvard Business Publishing's award-winning courses to a new level of learning. Rich, multimedia formats offer a wide variety of video, audio, and print content.

INTERACTIVE SCENARIO	Places the learner in situations that lead to decision-driven consequences that affect people, processes, and productive outcomes.
INTERACTIVE TOOLS	Help managers avoid hidden decision-making traps, make complex decisions through a simplifying framework, and strengthen intuition during decision making.
UNIQUE, CUSTOMIZED PATHS	As in real-world conversations, each learner will experience a different path based on the decisions he or she makes.
DECISION POINTS	There are sixteen instances that prompt the learner to make decisions and face consequences.
RESOURCES	Thirteen expert perspectives from <i>Harvard Business Review</i> and other top resources.
ACTION PLAN	Guidance for creating goals and applying concepts on the job.
QUIZ	Evaluate comprehension of the content with a built-in assessment.

ADDITIONAL FEATURES

Video and gaming aspects create an engaging, memorable learning experience.

Point-and-click navigation requires no training.

Modular design enables incremental, self-paced learning.

SUPPORT

IMPLEMENTATION SERVICES

DECISION MAKING is quick and easy to deploy via your LMS or intranet. Our Learning Services team can help you develop an effective roll-out strategy, and can customize the product to meet specific organizational needs for an even greater impact. An organization can create a tailored deployment or use a Facilitation Guide.

Many more Harvard Business Publishing offerings are available to help you achieve your leadership and management development objectives. Please contact us for information on our comprehensive portfolio of strategic content, programs, and services.

TARGET AUDIENCE

Decision Making is ideal for managers at all levels who make decisions that affect people, processes, and outcomes. Building and refining this group's decision-making skills will directly affect your organization's success.

COMPLEMENTARY OFFERINGS

Extend the course's impact with additional leadership development simulations, such as:

- **COACHING FOR RESULTS**
- **INFLUENCING AND MOTIVATING OTHERS**
- **LEADING TEAMS WITH EMOTIONAL INTELLIGENCE**
- **MANAGING DIFFICULT CONVERSATIONS**
- **NEGOTIATING FOR RESULTS**
- **PRODUCTIVE BUSINESS DIALOGUE**

Or select from our deep well of print and digital content. Ask your relationship manager for recommendations to match your strategic initiatives.

LEARN MORE

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