

# Decision Making for Leaders and Managers

- CMI Level 7



CMI Awards

**FINALIST**

Outstanding Training  
Provider of the Year 2022





# Decision Making for Leaders and Managers

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## Duration

Two teaching days

## Validating Body

CMI

## Overview

Research suggests that between 50-70% of organisational strategies fail. Our consultative Decision Making for Leaders and Managers will develop your capacity and confidence to improve the strategic success rate.

The course has been designed for leaders who are responsible for engaging with complex organisational decisions and have a role in developing and executing organisational strategy.

Making good, evidence-based decisions under pressure is a vital leadership skill, especially in times of change or challenge. It is a dynamic and consultative programme which encourages reflection, sharing of best practice and application of theory into the work context. We will discuss the wider strategic context and challenge the concept of strategy as a plan.

Throughout the course we consider questions of strategic alignment, inclusion, and engagement. Participants will gain competence and confidence in implementing effective strategy which helps the organisation meet its objectives.

## Who is this course for

The Decision Making for Leaders and Managers course is perfect for those who are involved in and/or responsible for making senior decisions that have a strategic impact on your business.

This programme is designed to support:

- Directors and C level executives
- Heads of department
- Senior leaders
- Business owners

### Benefits

This course is for you if you want to:

- Learn the principles of strategic decision making
- Apply proven strategic processes to your organisational context
- Develop a strategic decision-making framework for your organisation
- Identify your own personality type and working preferences
- Improve your ability to make complex decisions
- Learn how to evaluate and manage associated risks and uncertainty

## Learning Outcomes

On completion of this programme, delegates will:

- Have a refined, working definition of strategy
- Understand different approaches to formulating effective organisational vision
- Understand different approaches to formulating effective organisational values
- Understand options for strategic analysis
- Understand some of the challenges to developing and implementing strategy
- Understand how to prioritise strategic options and decide on your course of action
- Understand approaches to implement change in the organisation
- Be able to comprise and critically evaluate a strategy
- Understand how to develop individual and organisational resiliency

## Qualification

### **The CMI Level 7 Award in Strategic Leadership and Management**

#### **Assessment**

The CMI Level 7 Award in Strategic Management and Leadership is designed for Directors and Senior Managers who have the authority and personal inspiration to translate organisational strategy into effective performance.

This qualification requires senior and aspiring senior leaders to build on their skills in strategic management and leadership and to focus on the requirements of inter-organisational strategy. You will be required to take the theory, thought leadership and research discussed on the programme, and implement it in your professional life by focusing on your own leadership development, and positively challenging organisational strategy.

Delegates will be required to complete one 3000 - 4000 word written assignment that requires taught theory to be applied to the strategic organisational context:

- Unit 704: Developing organisational strategy

#### **Support**

As part of your course fee, you are given free and unlimited access to post-classroom tutorials. These are organised monthly and run by CMI qualified tutors to help guide learners through the assignment writing phase.

## 2022 Finalist for Outstanding Training Provider

In 2022 we were shortlisted for the Outstanding Training Provider of the Year Award with Chartered Management Institute.

The CMI who celebrated it's 75th year, recognised In Professional Development as a provider producing exceptional positive impact on the learner experience in the category of small business, as a result of its partnership with the Institute.



We are honoured to have been shortlisted for our work as a training provider so early in our short period of offering professional development programmes and privileged to continue delivering outstanding courses CMI accredited courses through our Non-HE Partner's relationship. Find out more about our shortlisting [here](#).

## Agenda

### Session One: Day 1: Vision and Strategy

Key Themes:

- Developing organisational Vision & Values
- Decision Making Tactics and Defining Strategy
- Strategic Decision Making Models
- Strategic Thinking Skills and Biases in Decision Making
- Analysis to Decision - including data driven decision making

### Session Two: Day 2: Culture and Implementation

Key Themes:

- Change Theory
- Assessing & Approaching Problems
- Stakeholder Engagement & Communications Strategy
- Evaluation & Measures of Success
- Building Resilience

## Tutors

### James Willerton

With more than 10 years of business consulting and professional service experience, James has developed a well-rounded and practical perspective on strategic development and human capital development at all levels and cross-industries both nationally and internationally. With a focus on innovation in strategy development, James is a certified 'exceptional trainer'. He has a diverse background in business management, innovation, strategy development, organisational development, recruitment and operations.

During his role in recruitment, James applied advanced psychometric techniques and personally assessed over 1,000 candidates for client's businesses, as well as his own. Combined with coaching, this has given him an advanced experience of dealing with the human psyche and obtaining optimal results for human capital and organisational development.

James has a very approachable manner, with valuable real-world experience as an employer and a senior consultant to a wide-range of industries and organisations.

### Pierson Stratford

Pierson has 15 years' experience as a consultant and facilitator, specialising in leadership, management and coaching. Experienced in the design and delivery of people development, Pierson uses coaching psychology to engage with leaders at all levels, supporting them to; be, have and do more.

Highly experienced in talent development, from managing large graduate programmes to developing directors and senior leaders for global brands at an international level, Pierson adds value by making learning stick, while turning new knowledge into practical skills.

