

STRATEGIC DECISION- MAKING & EXECUTIVE LEADERSHIP



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Introduction

Strategic Decision-Making & Executive Leadership Training Course prepares senior leaders to make consequential choices and carry them through the organization. Participants learn how to frame complex decisions, test their own judgement, and bring an executive team to genuine alignment. The program combines decision science with leadership practice in influence, governance, and change. As a result, learners gain the discipline to decide under uncertainty and the credibility to lead the choice afterwards. Furthermore, the course strengthens board communication, accountability, and resilience at the top.

Strategic Decision-Making & Executive Leadership Course Objectives

- Frame complex strategic decisions and separate root causes from symptoms.
- Apply decision trees, expected value analysis, and multi-criteria decision analysis.
- Apply cost-benefit analysis, NPV, and IRR appraisal to major investments.
- Counter cognitive biases including anchoring, confirmation bias, and escalation of commitment.
- Use pre-mortem analysis, red teaming, and devil's advocacy to stress-test assumptions.
- Decide under uncertainty using scenario planning and probabilistic thinking.
- Apply the Cynefin framework to match approach to decision context.
- Use RAPID and RACI frameworks to clarify decision rights and accountability.
- Lead executive alignment and manage dissent constructively.
- Govern decisions with stage-gate oversight and decision documentation.

Course Methodology

- Executive case discussions on high-stakes strategic decisions.

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- Workshops on decision trees, criteria weighting, and option appraisal.
- Group exercises on bias testing and structured challenge.
- Hands-on practice with pre-mortems, scenario planning, and decision records.
- Simulation of executive team decisions under pressure and dissent.
- Executive coaching and peer feedback on decision leadership.

Who Should Take This Course

- C-suite executives, managing directors, and general managers.
- Executive vice presidents and senior functional leaders.
- Board members and non-executive directors.
- Business unit heads with investment authority.
- Senior advisors supporting strategy and investment decisions.
- Executives preparing for enterprise-wide decision responsibility.

Strategic Decision-Making & Executive Leadership Course Outlines

Day 1: Strategic Decision Foundations

- What makes a decision strategic: irreversibility, scale, and ambiguity.
- The rational decision model and its limits in executive settings.
- The Cynefin framework: simple, complicated, complex, chaotic.
- Bounded rationality and satisficing (Herbert Simon).
- Problem framing and separating cause from symptom.
- Decision quality versus outcome quality.
- Case discussion: a strategic decision that failed.





Day 2: Analysis, Appraisal, and Evidence

- Evaluating evidence quality and dealing with incomplete data.
- Decision trees and expected value analysis.
- Cost-benefit analysis with NPV and IRR appraisal.
- Multi-criteria decision analysis and criteria weighting.
- Sensitivity analysis and testing critical assumptions.
- Real options thinking for staged investments.
- Workshop: appraising three major strategic options.

Day 3: Judgement, Bias, and Challenge

- Anchoring, confirmation bias, availability heuristic, and framing.
- Escalation of commitment and the sunk cost fallacy.
- Groupthink and authority pressure in executive teams.
- Pre-mortem analysis and prospective hindsight.
- Red teaming and devil's advocacy at executive level.
- Decision journals and calibration of judgement.
- Exercise: running a red team review on a live decision.

Day 4: Executive Alignment and Decision Governance

- RAPID and RACI frameworks for decision rights.
- Facilitating executive debate and managing strong personalities.
- Building genuine alignment without false consensus.
- Stage-gate governance and investment committee practice.
- Risk registers and enterprise risk oversight of decisions.

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- Ethics, conflicts of interest, and accountability.
- Simulation: an executive committee decision under dissent.

Day 5: Leading the Decision Through the Organization

- Communicating decisions so they land and stick.
- Stakeholder mapping for boards, investors, and regulators.
- Leading execution of the chosen option with clear ownership.
- Review triggers, decision audit trails, and learning loops.
- Reputation, crisis, and consequence management.
- Personal resilience and judgement under sustained pressure.
- Capstone: presenting a strategic decision and leadership plan.

Conclusion

By successfully completing Strategic Decision-Making & Executive Leadership, participants will gain a disciplined approach to making consequential choices and leading them through the organization. They will acquire skills in decision analysis, bias control, executive alignment, and decision governance. Gentex Training Center designs the program to help leaders decide with evidence, defend their reasoning, and carry the organization with them.

FAQs

Q1 What is the "Strategic Decision-Making & Executive Leadership" course about?

It connects rigorous decision analysis with the leadership needed to carry a choice through an organization. The course covers problem framing, option appraisal, bias control, scenario planning, executive alignment, and decision governance at the most consequential level.





Q2 What are the key benefits of the "Strategic Decision-Making & Executive Leadership" course?

You gain a repeatable method for deciding when information is incomplete and consequences are hard to reverse. The course reduces bias-driven error, improves executive alignment, strengthens board and investor confidence in your reasoning, and builds the resilience to lead a contested decision.

Q3 What skills will I gain from the "Strategic Decision-Making & Executive Leadership" course?

You will develop four core skills: strategic problem framing and decision structuring, quantitative option appraisal and investment analysis, bias control with structured challenge, and executive alignment with decision governance and communication.

Q4 What tools, methods, or standards are covered in the "Strategic Decision-Making & Executive Leadership" course?

The course covers decision trees, expected value analysis, cost-benefit analysis, NPV and IRR appraisal, real options thinking, multi-criteria decision analysis, the Cynefin framework, scenario planning, pre-mortem analysis, red teaming, devil's advocacy, decision journals, RAPID, RACI, risk registers, and stage-gate governance.

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Q5 How is the "Strategic Decision-Making & Executive Leadership" course applied in real-world practice?

Participants apply it to real executive choices such as entering a new market, approving a major investment, restructuring a division, and responding to a reputational crisis. The same methods support board papers, investment committee reviews, and post-decision learning.

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