

Decision-making and cognitive bias - ENG

1 jours - 7,00 heures
Programme de formation

Objectifs pédagogiques

Pedagogical objectives

- Developing self-awareness
- Decision-making with discernment
- Taking responsibility for your decisions by respecting your own values

Compétences visées

- Identifying your decision-making preferences Identifying your most prevalent cognitive biases
- Knowing the main decision-making tools
- Adapting the decision-making method to the problem to be solved
- Gaining assertiveness in demanding situations
- Knowing how to question a decision

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Description / Content

Slot 1 - What makes a responsible manager?

- How do you spot a responsible manager?
- What are the key elements of sound judgement?
- What are the different stages in the decision-making process?
- How do I make decisions, and how effectively?
- How does my vision of the world influence my decisions?

Slot 2 - How to make better decisions?

- What role do emotions play in my decision-making?
- How does cognitive bias affect my decision-making?
- How can I strengthen my critical thinking skills to overcome this bias?
- How can I assess the consequences of my decisions as regards the company, my team and my customers?

Slot 3 - Why involve my team in decisions and when?

- How to choose the decision-making method to suit the level of complexity?
- How can I strengthen commitment within my team using collective decision-making?
- What are the different decision-making stages in a team?

divergence - emergence - convergence;

Slot 4 - How do I take responsibility for my decisions?

- How can we combine managerial courage, ethics and values?
- How can you develop an assertive stance so that your decisions are respected by your team?
- How do you communicate difficult decisions?
- To your team?
- To your superiors?

Modalités pédagogiques

Educational format

1 day of training to:

- discover the main obstacles and biases in its decision-making,





- to free the initiative by discovering simple decision-making tools,
- to assume managerial responsibility for the decisions taken and to include them in the duration.

The training is offered a priori in one-day face-to-face format, but can be conducted remotely if necessary.

Moyens et supports pédagogiques

Educational resources and supports

- Slide show PPT
- Pedagogical Support
- Pedagogical Tools

Modalités d'évaluation et de suivi

Evaluation and monitoring methods

- Self-positioning by participants on a digital platform shared with the trainer (at the beginning and end of the course)
- Assessment by the trainer at the end of the course
- On-the-spot assessment immediately after the course
- REX - One-hour practice-sharing workshops one or two months after the initial training course
- Post-training assessment one or two months after the course
- Performance questionnaire sent to the customer three months after the course

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