



## Critical Thinking: A Key Element Necessary to Reach the Best Decisions

### Session Details

Faculty: Dr. John Austin

Date: Thursday, March 14, 2019

Location:

Sign In: 8:30 AM

Phone:

Session: 9:00 AM - 4:00 PM

### Session Description

High quality decisions have always been essential for strong business performance. Yet with the increasing speed, complexity and data availability in today's competitive environment, superior decision skills are more important than ever. This workshop will help you improve your decision-making skills by offering behavioral insights into how people actually think and make decisions. It then teaches the advanced critical thinking skills and creative strategies needed to manage unfamiliar, highly complex problems or decisions that involve significant uncertainty.

### Biography

Dr. John Austin works at the intersection of executive practice and academic insight as President of Three Translation Leadership. For the past seven years he has also been a Principal at Decision Strategies International and an instructor teaching executives at The Wharton Schools Aresty Institute of Executive Education, Georgetown University, and Duke Corporate Education. Prior to that, Dr. Austin was on the faculty at the Smeal College of Business at Penn State University and at The University of Washington, Bothell. Dr. Austin has a B.A. in economics from The Johns Hopkins University and a Ph.D. in Management from Boston College. His research on knowledge-based decision making teams is widely cited in the academic literature, as is his work on the strategic actions of internal change agents. Dr. Austin is an award-winning teacher and facilitator with experience working with executives, MBA students and practicing managers on six continents. His research has been published in leading management and applied psychology journals including Journal of Applied Behavioral Science, Journal of Applied Psychology, Journal of Organization Design, and Organization Science as well as practitioner-oriented publications such as HR Magazine and The OD Practitioner. Dr. Austins work has been recognized with three Best Paper awards from the Academy of Management and has been mentioned in a number of media outlets including CNN, The Wall Street Journal and Barrons. He is the author of Unquestioned Brilliance: Navigating a Fundamental Leadership Trap.

### Guide to Participant Selection

Department	Admin	Distrub	Engr	Finc	H.R.	Legal	Mktng	IT	Or	Plng	Pchsg	R&D	Sales
<b>Senior Executive</b> (Pres. Exec & Sr VP)	2	2	2	2	2	2	2	2	2	2	2	2	2
<b>Executive</b> (VP & Gen'l Mgr)	2	1	1	1	2	1	1	1	1	1	2	2	1
<b>Senior Managers</b> (Div & Reg. Mgrs)	1	1	1	1	1	1	1	1	1	1	1	1	1
<b>Middle Managers</b> & Superintendents	2	2	2	2	2	2	2	2	2	2	2	2	2

### Time Allocation - Topics

**20% Solving the right problem**

- Mindful decision definition
- Questioning organization assumptions

**25% Avoiding decision traps**

- Overconfidence and confirmation
- The value and risk of stories

**15% Managing uncertainty and becoming a better forecaster**

- Knowing what we don't know: Seeing uncertainties
- Keys to becoming a better forecaster
- Linking insights and actions

**25% Effectively using your team to improve decisions**

- 4 leadership pillars for diagnosing team dysfunction
- Expertise as a tool for rapid task allocation and team development
- Building decision capabilities

**15% : Sustaining a decision**

- Generating ownership
- Quick situational assessments

## Focus

**Primary - Leadership Development**

Adaptability, Communication, Developmental Perspective, Initiative, Interpersonal Relations

**Secondary - Planning/Organizing**

Problem Identification, Selecting and Organizing Information, Determining Required Resources

**Tertiary - Executing/Controlling/Evaluating**

Decision Making, Use of Authority, Delegation, Direction, Coordination, Guidance

## Level

Introductory

Intermediate

Advanced

FOR REGISTRATIONS PLEASE CONTACT: **Steven Berg**

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