



Power and Decision Making in Leadership

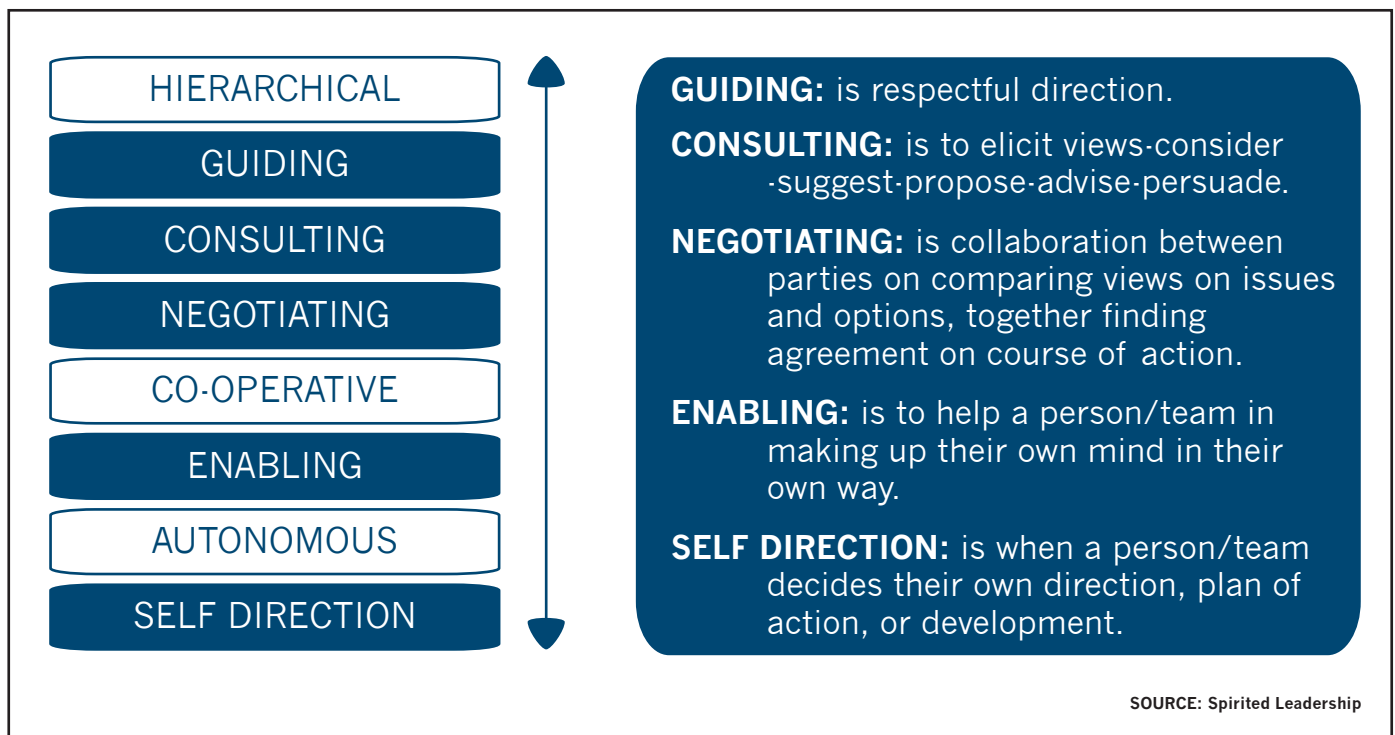
By Suzi McAlpine

How do you make decisions as a leader?

The following diagram shows the three main types of decision making approaches - hierarchical, co-operative and autonomous.



This diagram explains the different types of decision making



Different situations require different decision making approaches.



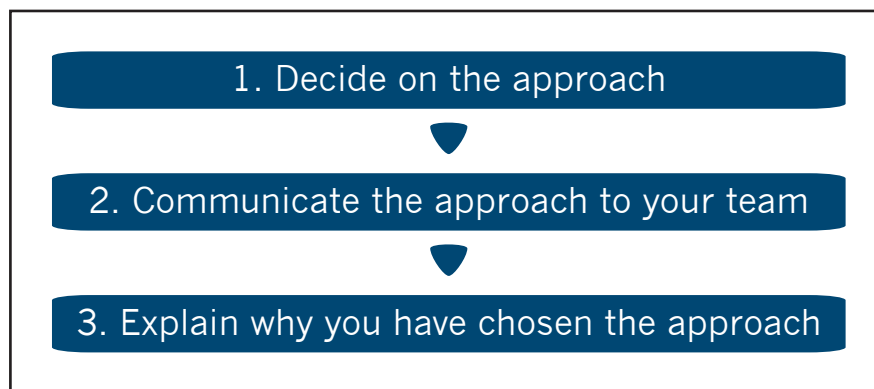


SUZI McALPINE

So, which approach should you choose?

A General in an army should not adopt a self-directing approach when he and his troops are on the battlefield. Instead, guiding would be a better option. However, the wise General may use a self-directing decision making approach in a different situation, such as allowing the team to decide where they will set up camp for the night (provided he trusts their decision making and will be comfortable with any of their choices).

As a leader, it is your job to decide which approach best suits the situation, as well as being transparent about the approaches you adopt and why.



For example, if you have decided a certain situation requires guiding and a hierarchical approach, do not mask it as enabling or cooperation and then veto the outcome or manipulate the conversation to reach your desired outcome. This will frustrate your team and lower trust within the group.

A better approach would be to make the call, communicate this to the team and outline why you have made the call yourself (if the decision is big or important enough to require explanation). Or move out of their way and honour a collaborative approach, being comfortable with what the group decides.

For more information about decision making approaches, follow Suzi's blog:

www.theleadersdigest.me

Or get in touch with Suzi.

Mobile: +6421 839 141 | Email: suzi@mc Alpinecoaching.co.nz

