

ASSESSMENT: How are we deciding?

Decision-making and clear governance is important to achieve the organizational goals/objectives within a given time and budget. It searches the best alternative, utilizes the resources properly and satisfies the employees at the workplace.

This simple post-up tool can spark powerful insights by highlighting your current state so you can build upon methods of decision-making and governance and address challenges and opportunities.



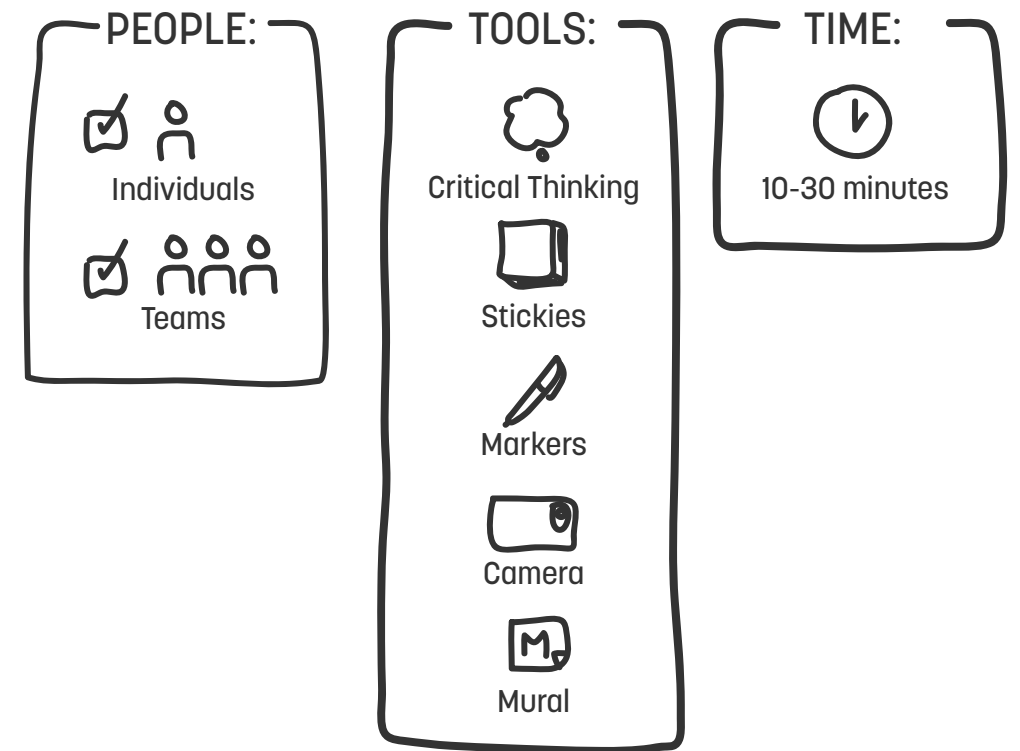
USING IN-PERSON REALTIME OR ASYNCHRONOUSLY:

1. Print page 2 as a poster and hang on a wall or recreate on a whiteboard:
 - Provide sticky notes and markers
 - Get prepared by holding a conversation with your collaborators about your target audience - whether you are assessing deciding for individuals, within teams, or across the enterprise. Answers can vary significantly depending on your choice.
 - Generate as many ideas as possible for each major section on the canvas (How, What, Why - Business, Why - Personal, Where, and When). You can start anywhere.
2. Consider your findings
 - When finished, discuss and share. What do you do well? Where are your challenges? What might you start to make improvements?
3. Document and distribute
 - Take photos of the whiteboard/stickies or create a PDF of the MURAL page. Share with the participants and stakeholders.

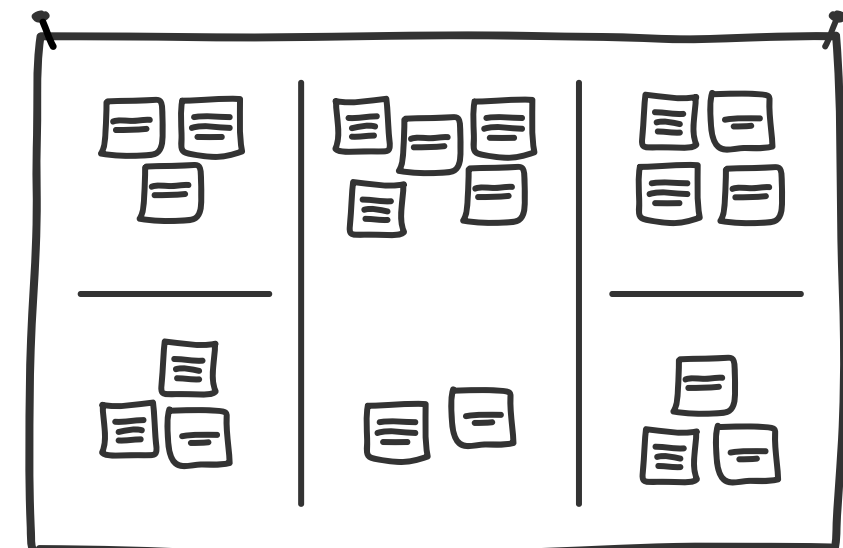


USING VIRTUALLY REALTIME OR ASYNCHRONOUSLY:

1. Access the Mural template: <http://bit.ly/workforward-hawd-mural>
2. Invite your collaborators
3. Distribute when complete



WILL LOOK LIKE:



How are we deciding?



HOW

What processes, systems and structures impact how you decide?
How does culture influence decision?



WHY (BUSINESS)

What is the role of deciding in your organization?
What purpose does it serve? How valuable is deciding?
Is it measured?



WHERE

Where does decision-making take place? In conference rooms with people present? Remotely via tele-presence? Informally, through conversation?



WHAT

What resources do you have to decide? What technologies, support, or expertise do you have to decide?



WHY (PERSONAL)

How do you decide?
How do your colleagues decide?



WHEN

Is deciding scheduled formally? Is it asynchronous with little or no immediate feedback or response? Is deciding limited to working hours?