

Course No. 1371

Leadership Decision-Making Training Course

**LEADERSHIP & EXECUTIVE MANAGEMENT
BUSINESS, MANAGEMENT & LEADERSHIP**

DURATION

5 Days

LOCATION

Milan, Italy

DELIVERY

Classroom

DATES

2 – 6 Nov 2026



Scheduled Event Details

CITY	Milan, Italy
DATE	2 – 6 Nov 2026
DELIVERY TYPE	Classroom
COURSE FEE	€6,000

Course Overview

The Leadership Decision-Making Training Course is a premium professional development program designed to strengthen the decision-making capabilities of managers, executives, team leaders, and experienced professionals who are responsible for making decisions that influence organizational performance. The course focuses on developing a structured, analytical, and strategically aligned approach to leadership decision-making, enabling participants to evaluate complex situations, manage uncertainty, assess risks, and make timely decisions with greater confidence and accountability.

Effective leadership is closely connected to the quality and speed of decisions made across an organization. Leaders are frequently required to make decisions involving competing priorities, incomplete information, financial and operational constraints, stakeholder expectations, emerging risks, and changing business conditions. Strong decision-making therefore requires more than experience or intuition; it requires a disciplined process for defining the problem, analyzing relevant information, evaluating alternatives, considering consequences, and selecting an appropriate course of action.

The program provides a comprehensive framework for strategic and operational decision-making, covering critical thinking, problem definition, data interpretation, option evaluation, risk assessment, decision criteria, prioritization, stakeholder considerations, ethical judgment, and decision implementation. Participants will explore the relationship between strategic objectives and everyday leadership decisions, while developing practical methods for avoiding common judgment errors, cognitive biases, assumptions, and decision traps.

A major focus of the course is decision-making under pressure, uncertainty, and complexity. Participants will examine how leaders can remain objective when information is incomplete, circumstances change quickly, or decisions carry significant organizational consequences. The

program also addresses stakeholder influence, group decision-making, escalation, accountability, and communication, ensuring that decisions are not only well considered but also effectively implemented and understood by those responsible for execution.

Through case studies, decision simulations, analytical exercises, leadership scenarios, and practical workshops, the Leadership Decision-Making Training Course enables participants to apply structured decision-making methods to real workplace challenges. The program supports organizations in improving decision quality, reducing avoidable errors, strengthening accountability, accelerating execution, and creating a leadership culture in which decisions are aligned with strategy, risk considerations, organizational values, and measurable business outcomes.

Objectives

- Analyze advanced leadership decision-making principles and identify the factors that influence decision quality, speed, consistency, and organizational impact during the training program.
- Develop a structured decision-making process that can be applied to strategic, operational, financial, and people-related decisions.
- Evaluate complex problems by separating symptoms, root causes, assumptions, constraints, and decision requirements.
- Apply critical thinking and analytical techniques to assess information, evidence, alternatives, risks, and potential consequences.
- Design clear decision criteria that reflect strategic priorities, organizational objectives, risk tolerance, available resources, and stakeholder considerations.
- Improve prioritization and resource allocation decisions by evaluating urgency, impact, dependencies, and opportunity costs.
- Strengthen decision-making under uncertainty by applying scenario analysis, risk assessment, and contingency planning.
- Assess common cognitive biases, judgment errors, and organizational decision traps and develop methods to reduce their influence.
- Apply effective approaches to stakeholder engagement, consultation, escalation, and group decision-making.
- Implement practical methods for communicating decisions clearly, assigning accountability, and supporting disciplined execution.
- Evaluate decision outcomes using performance information, lessons learned, and feedback to improve future leadership decisions.

- Prepare a practical personal decision-making framework that can be applied to high-impact leadership situations after the course.

Who Should Attend

This course is designed for executives, senior managers, department heads, team leaders, project managers, operations managers, business unit leaders, and professionals who are responsible for making or influencing significant organizational decisions. It is particularly relevant to leaders in strategy, operations, finance, engineering, human resources, technology, project management, procurement, risk, and corporate functions where decisions can directly affect organizational performance and resource allocation.

The program is highly suitable for leaders in government entities, ministries, public sector organizations, banks and financial institutions, oil and gas companies, energy organizations, industrial corporations, and large enterprises. It provides particular value to professionals who regularly deal with complex decisions involving competing priorities, financial considerations, operational risks, regulatory requirements, stakeholder interests, or time-sensitive business conditions.

The course also benefits experienced specialists and emerging leaders who are expected to influence decisions without relying solely on formal authority. It provides practical tools for problem analysis, evidence-based judgment, stakeholder alignment, risk-informed decisions, and communicating recommendations to senior management and decision makers.

Learning Outcomes

- By the end of the course, participants will be able to:
- Apply a structured leadership decision-making process to strategic and operational business situations.
- Distinguish between symptoms, root causes, assumptions, and the actual decision that needs to be made.
- Analyze qualitative and quantitative information to support more informed leadership decisions.
- Establish decision criteria based on organizational strategy, objectives, risks, resources, and stakeholder priorities.

- Generate and compare practical alternatives using structured evaluation techniques.
- Assess risk, uncertainty, dependencies, and potential consequences before selecting a course of action.
- Recognize common cognitive biases and decision traps and apply techniques to improve objectivity and judgment.
- Make effective decisions under time pressure, incomplete information, and changing circumstances.
- Facilitate group decision-making and manage differing opinions, stakeholder interests, and competing priorities.
- Communicate decisions clearly by explaining the rationale, expected outcomes, responsibilities, and implementation requirements.
- Monitor decision outcomes and use performance evidence and lessons learned to improve future decision quality.
- Develop and apply a personal leadership decision-making framework for high-impact workplace situations.

Course Outline

DAY 01

Foundations of Leadership Decision-Making and Critical Thinking

- The role of decision-making in effective leadership
- Strategic, operational, tactical, and people-related decisions
- Characteristics of high-quality leadership decisions
- Defining the decision versus reacting to the problem
- Problem framing and identification of decision requirements
- Distinguishing symptoms, root causes, assumptions, and constraints
- Critical thinking and analytical questioning
- Information quality, evidence, and decision relevance
- Common decision-making errors and judgment traps

DAY 01 — CONTINUED

PRACTICAL APPLICATION

Analyzing a complex organizational problem and defining the decision that must be made

DAY 02**Decision Analysis, Options Evaluation, and Prioritization**

- Developing decision criteria and evaluation standards
- Generating strategic and operational alternatives
- Comparing options using structured decision analysis
- Cost, benefit, feasibility, and resource considerations
- Risk and opportunity evaluation
- Prioritization under competing demands
- Opportunity cost and resource allocation decisions
- Scenario analysis and consequence assessment
- Balancing short-term results with long-term organizational impact

PRACTICAL APPLICATION

Evaluating multiple alternatives and selecting a preferred course of action using defined decision criteria

DAY 03**Decision-Making Under Risk, Uncertainty, and Pressure**

- Decision-making with incomplete or conflicting information
- Understanding uncertainty and its influence on leadership judgment
- Risk identification, assessment, and response
- Scenario planning and contingency decision-making
- Decision-making under time pressure and operational constraints
- Avoiding emotional and cognitive decision traps
- Managing ambiguity and rapidly changing circumstances

DAY 03 — CONTINUED

- Escalation principles and decision authority
- Ethical considerations and leadership accountability

CASE STUDY

Making a high-impact decision under uncertainty, time pressure, and significant stakeholder consequences

DAY 04

Stakeholder Influence, Group Decisions, and Decision Communication

- Stakeholder analysis and decision impact
- Balancing competing stakeholder expectations and interests
- Consultation versus delegation in decision-making
- Facilitating effective group decision-making
- Managing disagreement and competing recommendations
- Avoiding groupthink and improving independent judgment
- Influence, persuasion, and executive alignment
- Communicating decisions with clarity and credibility
- Assigning accountability and establishing implementation ownership

PRACTICAL APPLICATION

Leading a decision meeting involving conflicting stakeholder priorities and presenting a final recommendation to senior management

DAY 05

Decision Implementation, Review, and Continuous Improvement

- From decision to execution: translating choices into action
- Developing implementation plans, responsibilities, milestones, and controls
- Monitoring decision outcomes and performance indicators

DAY 05 — CONTINUED

- Identifying unintended consequences and emerging risks
- Reviewing decision quality and implementation effectiveness
- Learning from successful and unsuccessful decisions
- Building organizational decision-making discipline
- Establishing decision records and lessons learned
- Developing personal and team decision-making standards
- Best practices for improving leadership judgment and decision quality

FINAL WORKSHOP

Developing a complete Leadership Decision-Making Framework covering problem definition, information analysis, decision criteria, alternatives, risk assessment, stakeholder considerations, decision communication, implementation, performance review, and continuous improvement

Register or Request More Information

Course page: <https://quest-training.com/courses/leadership-decision-making-training-course>

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