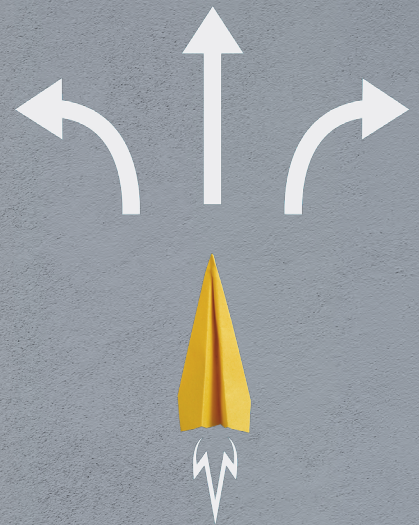


HOW TO FACILITATE

# DECISION BOARD SESSIONS



October 12, 2023  
8:00 - 12:00 CST



10300 Town Park Dr.  
Houston, TX



16-Person  
Maximum

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Current SEG members  
receive a 15% discount off  
the regular workshop fee.

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## Clarifying the Role of Decision Boards

When decision boards fail to think of themselves as part of the decision process but rather more like the judge and the jury of the final proposal, they limit their mindset. That can compromise decision quality since this limited mindset fails to promote behaviors such as the following, all of which characterize an effective decision board.

- Evaluating the nature of the challenge the board is facing and the implications of a “no decision”
- Getting clarity on key stakeholders and potential implications for each of the agreed-upon objectives and the likely tradeoffs to be optimized during the process
- Exploring the alternatives considered and understanding the key distinctions of each
- Probing the key uncertainties of each option and what the team has found may be critical to their choice
- Discussing the potential risks and how they could be mitigated
- Investigating when there is value in getting more information or reducing specific risks
- Clarifying what a commitment to action means

To accomplish this, decision board members must ask the right questions of each other and be open to clarifying their own thinking. Most importantly, their input should be in the form of questions that seek insight rather than questions that seek justification for a preferred alternative or perspective.

**Advanced facilitation skills are highly impactful in fostering the behaviors and mindsets essential to decision quality.**

# Course Highlights

## HOW TO ASK THE BETTER QUESTION®

- Discover how to ask questions that respect the individual while clarifying critical issues
- Learn the different question structures that draw out the underlying thinking

## IMPROVING THE CONVERSATION

- Practice tools and questioning methods that help a group reach alignment regarding objectives and differing perspectives
- Gain insight into how to listen differently, and use those insights to create more productive discussions

## DESIGNING THE EFFECTIVE DECISION BOARD SESSION

- Learn techniques that create focus for time-constrained leadership groups
- Work on questioning flows that ensure commitment to action



# Common Questions

- “When an upper manager says something, I don’t get the sense that the rest of the decision board fully understands his perspective, but no one asks for clarity. Should I step in?”
- “I don’t think my board fully understands their role. What do I do to help with this?”
- “My decision board members tend to ask more detailed questions that reflect their previous technical backgrounds. I don’t need another geologist on the team! How do I mitigate this?”
- “How do I keep the discussion on track? They all want a quick meeting, but then they go off on a tangent, and that extends the time of the meeting.”

The perfect short course for those tasked with leading decision boards or boards wishing to improve their dialogue when making decisions

## PRACTICE-BASED INSTRUCTION

**Katherine Rosback** is a recognized facilitation expert and published author. She provides consultation and instruction to Fortune 500 organizations in the areas of decision team facilitation, strategic planning, and leading business transformations. She is a highly engaging instructor whose workshops have been taught around the globe for over two decades and have earned top ratings for their practicality and transformational knowledge imparted to participants. Katherine has a B.S. in Chemical Engineering, a Masters in Organizational Communication, and continues her research in group and individual behavioral sciences and decision-making.



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