

How's My Leading?



*Engaging and
Leading Others in
Collaborative
Problem Solving
and Decision
Making*

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This workshop



1. Collaborative planning to achieve desired outcomes
2. Engaging others to improve problem solving and decision making

Exercise 1: Collaborative Planning



What happened?



1. **Expectations** – What did planners' expect of community members and vice versa?
2. **Learning** – What would you do differently to increase chances of success?
3. **Action** – How might you apply this experience to your organization and community?

Exercise 2: Individual and Group Decision Making



Debrief – What Happened?



1. Did groups have an “expert?” No expert?
2. Did groups do better than their individual members?
3. Did groups do better than their most expert member?

Analysis and Discussion



1. **Outcomes** – When and how do groups perform better than individuals?
2. **Learning** – How do leadership styles influence group performance?
3. **Action** – How might you apply this experience to your organization or community?

Advantages and Disadvantages of Collective Decision Making

➤ Advantages

- Wider range of knowledge and experience
- Problem and solution are usually understood better
- Acceptance of the decision is usually higher

➤ Disadvantages

- There may be social pressure for people to conform
- Accountability is more diffused
- More time consuming and more costly

Factors to Consider in Deciding Whether to Broaden Problem Solving and Decision Making



1. Does the problem or decision require a different mix of knowledge, skills, and abilities?
2. How much does the decision matter?
3. How important is acceptance of the decision?
4. Is there sufficient time to make a collective decision?
5. Can you lead a diverse group?

Thank you!



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