



Leading Decision Effectiveness

Certification Programs

Decision Effectiveness

by:

Alonos[®]

R A P I D S

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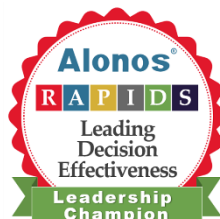


Leading Decision Effectiveness

PROGRAM STRUCTURE

Content	Specialist	Champion	Facilitator
Business impact of decision effectiveness	✓	✓	✓
Understand decisioning and workflow processes	✓	✓	✓
Using RAPIDS roles to drive effectiveness	✓	✓	✓
Mapping decision rights	✓	✓	✓
Practicing decision roles through business simulation		✓	✓
Defining decision change and transformation efforts		✓	✓
Assessing organizational dependencies		✓	✓
Advocating, supporting, and monitoring decision changes		✓	✓
Identifying and designing decisions			✓
Conducting gap analysis			✓
Decision workshops & chartering organizational change			✓

The successful completion of the program awards the individual with a validated credential available as both a digital badge and certificate.





Leading Decision Effectiveness

SPECIALIST

Gain Expertise:

- Understand primary causes of business initiative failures
- The business ecosystem and impact of performance disciplines
- What is decision effectiveness?
- Why is decision effectiveness important?
- Prevailing decision methods
- Decision rights models
- Interaction of decision and process methods
- The RAPIDS model for decision rights
- Reading a decision rights matrix
- Measuring decision effectiveness (role clarity, quality, speed, effort, and outcome)
- Psychology primer on decision making and implications on change management

Who should participate?

This course is intended as a thorough introduction to business decision making, and it applies to anyone, at any level of an organization, who has an active role in decision making processes.

- People Managers – If you directly supervise and manage people, you likely have decision authority and autonomy that impacts the use of organizational resources and the achievement of business goals.
- People Influencers – If you influence others in the organization through work teams and projects, this program will provide you with the knowledge and skills to engaged productively with business decision making.
- Individual Contributors – If you provide key inputs and collaborate when building business cases and preparing for key business decisions, this program will provide you with the knowledge and skills to collaborate in the decision-making process.



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LEADERSHIP CHAMPION

Gain Expertise:

- *Builds upon the content in the Specialist program*
- ACTIVE business simulation allowing you to practice the RAPIDS roles in the decision making process
- Using responsibility matrices and decision methods to optimize workflow
- Conducting organizational gap analysis around decision rights changes
- Assessing organizational dependencies preparing for change
- What's needed from you as a business champion when changing decision processes
- How to advocate, support, and monitor decision changes
- Baselining and measuring current decision performance in the business
- Promoting role clarity and ensuring optimal power structures

Who should participate?

This certification program and course is design to prepare leaders to be Champions of decision-making transformations in the organization. As such, this is an application-based program with a significant portion of active and collaborative work as part of the learning.

- Senior-Level & Executive Leaders – If you lead and oversee functions, departments, regions, and significant parts of your business, this program will prepare you to govern a successful transformation of your decision-making culture.
- Mid-Level People Managers – If you lead and manage teams of people, this program will provide you with the skills to ensure you can champion and executive changes in decision rights. Prepares you for maximum contributions for your role in the decision-making process.



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FACILITATOR

Gain Expertise:

- Builds upon the content in the Specialist program
- Builds upon the content in the Champion program
- Write and design critical business decisions
- Enable brainstorming and identification of pain points in a business' decision making
- Guide the mapping of current state decision rights and workflow
- Facilitate the mapping of needed future state decision rights and workflow
- Promote business team collaboration to conduct gap analyses
- Workgroup identification of organizational dependencies to enable change
- Chartering of execution workstreams and implementation teams
- Defining governance and oversight for decision transformation
- Adapting and using RAPIDS in an Agile software development environment

Who should participate?

This certification and course is designed for individuals in larger companies who will work across their enterprise to continuously improve decision effectiveness. The development of on-staff facilitators frees the company from the on-going need of consulting services and enables them to conduct organizational transformation independently. Having on-staff Facilitators enables a ready adaptation of the toolset to Agile software development when applicable.

- Recommended for senior-level or “seasoned” professionals who are either people managers or high-influencers in the organization. Examples include, but are not limited to, Program and Project Managers, Agile Coaches, SCRUM masters, organizational effectiveness, and Chiefs of Staff.



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PROGRAM INSTRUCTORS

Dr. Dale J. Albrecht is CEO and Executive Partner for Alonos. He is also an Adjunct Professor for several universities including UT Dallas, and Texas Woman's University.



Dr. Albrecht has fulfilled roles in Performance Consulting, Organizational Design & Effectiveness, Project Management, Engineering, Technical Operations, Human Resources Leadership, Education, and Change Management. He has worked in several industries including retail, manufacturing, telecommunications, medical devices, construction, and Department of Defense. He has considerable experience consulting with most corporate functional areas including sales, engineering, software development, supply chain, human resources, information technology, and service.

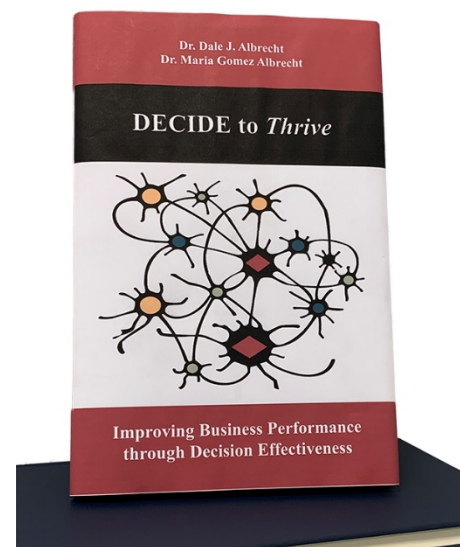
Dr. Maria Gomez Albrecht is the Chief Marketing Officer and Executive Partner for Alonos. She is also an Adjunct Professor at UT Dallas and Texas Woman's University. Additionally, she is the President of Prospanica DFW.



Dr. Gomez Albrecht's specialties include strategic planning, loyalty and growth programs, promotion and advertising campaign execution, brand and digital marketing, and new product launches in domestic and international markets. A strategic and tactical thinker, Dr. Gomez Albrecht has extensive experience in ecommerce, sales operations, project management, data analytics, supply chain, and vendor management. She is also fluent in Spanish and Portuguese, as well as business proficient in French and Italian.

Dr. Dale Albrecht and Dr. Maria Gomez Albrecht co-authored the book "Decide to Thrive: Improving business performance through decision effectiveness" which these programs are based on.

Each of the certification programs include a complimentary copy of the book and access to an e-learning library that supports decision effectiveness.



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