



DETERMINATION

Take your decision-making team to the next level by applying a rigorous process to reach a solution for a particularly difficult problem.

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High-level teams frequently make decisions that have profound and far-reaching consequences. However, they may balk at facing questions head-on in a timely way. Psychological Associates has developed a time-tested process that leads to successful decision-making through more effective problem-solving. We call it DETERMINATION.

DETERMINATION is not a seminar or theoretical exercise. It is an objective, rigorous process consisting of a series of on-site meetings in which an intact team works through an actual complex problem the organization must solve. Psychological Associates provides an expert facilitator to help the team apply skills to take on decision-making tasks thoroughly and meticulously. The goal is to overcome the stress and barriers that delay reaching the right decision. DETERMINATION is a proven way to reach successful outcomes.

BENEFITS AND OUTCOMES

- A real business problem is solved.
- The process is guided by our expert facilitator.
- The team develops collaborative behavior among its members.
- The team puts together an implementation plan to make certain the solution is carried out.
- Team members learn skills and a proven process for tackling future problems productively.

HOW IT WORKS

DETERMINATION occurs on the job and in real time. With the help of our facilitator, the team learns what is needed to apply an effective process to the problem they are facing. After the initial gathering, the team schedules subsequent meetings to work through the five phases of DETERMINATION. The pace is driven by the team's familiarity with the problem and whatever time is required between meetings to collect support data and to conduct a root-cause analysis.

Whenever the team reconvenes, members begin where they left off. At the end of the process, the team should have a workable, well-planned solution. DETERMINATION is not about case studies or hypotheticals. The DETERMINATION process is the solution.

