

## LEADERSHIP CONNECT TOOLKIT

Connect the Dots Consulting, we are committed to providing practical and timely leadership coaching and development. At a time when leaders are stretched to the limit, we want to share a Toolkit for effectively leading and connecting with your teams.

## Leadership Connect Toolkit: Decentralized Decision-Making

Organizations had to abandon their decision-making processes to react and respond to the dynamics of the pandemic. Fast and focused decision-making became a key factor to an organization's ability to position itself to navigate uncharted waters. Most leaders and team members are working to leverage this positive outcome of a challenging time and imbed this preferred approach to decision-making into their cultures.

Of course, there are many factors that contribute to an organization's decision culture. At the core is how decentralized the process is. Leaders may not have a clear or aligned understanding of how decisions are actually made.

This assessment allows leaders to gain an understanding of their current state and determine a roadmap to address factors that are getting in the way of decentralized and fast decision making. *In our next toolkit we will outline strategies to help bridge gaps that the assessment surfaces.* 

## Assess Your Understanding of Decentralized Command\*

1. Sharing responsibility with other team members: Do you like to share responsibilities? 2. Trusting your junior leaders: Do you trust that your junior leaders can make good decisions? 3. Communicating well with the team: Do you keep your seniors/juniors informed of recent developments in operations? 4. Allowing less control of the situation: Do you believe your team members fully understand what is expected of them? 5. Understanding the overall mission: Do you believe your team members fully understand what is expected of them? 6. Confidence to make decision: Do you believe your senior leader will back your decisions? 8. Knowing what to accomplish and why: As a team member, do you fully understand what your team needs to do and why and why you need to do it? 9. Asking for clarifications: If you have doubts, do you always ask your leader questions to clarify team plans and instructions if you have doubts? 10. Understanding limits: Do you understand the limits of your decision-making powers and know when to defer a decision to your leader?  TOTALS    We for check marks times number rating)	Assess Tour Orderstanding of Decentralized Command						
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<sup>\*</sup>Excerpted from Extreme Ownership, by Jocko Willink and Leif Babin