

Decision Making Matters

Business Impacts

- Enhanced stakeholder alignment with organizational values.
- Organizational values are brought to life, strengthening brand integrity,
- Enhanced team performance and decision-making.
- Increased respect and appreciation for co-workers.
- Deeper appreciation for organizational values and how they can be leveraged to create outstanding results.

Course Description

Decision Making Matters is an impactful course that unlocks the potential that resides in personal and organizational values to deliver excellence. Expanding your understanding of your and your organization's values allows you to make value-able decisions while remaining in integrity. Through hands-on face-to-face experiential learning, you gain a greater understanding of what it takes to successfully leverage values in any environment and deepen connection with others.

Values guide our thoughts, behaviours, and actions. We are at our best when we are operating in alignment with them. Using values as a lens to manage conflict and misalignment when under pressure allows for mutually beneficial outcomes while reaching our goals and objectives. This course focuses on using individual and corporate values to impact key performance indicators and enhance your culture.

Learning Objectives

By the end of this course, participants will be able to:

- Create an environment that fosters safety, trust, clarity, and focus.
- Explain what values are used for.
- Identify and share their top four personal values.
- Identify what the organizational values mean to them.
- Leverage personal and organizational values to lead their people and take responsibility for their relationships and their impact on results and others.
- Make better decisions by referencing values.
- Manage conflict using a values lens.
- Use the perspective wheel to find alignment.

Program Description

- **Instructional hours** – 16 hours over two days.
- **Instructional format** – face-to-face experiential classroom learning facilitated by two instructors.
- **Learning evaluation/assessment** – participants will be assessed through:
 - **Self-assessment and a declaration.** This involves committing to publicly sharing their values and making decisions that are in line with their and the organizational values within 30 days of completing the course. Each participant will document examples of how these commitments were executed and reference the skills and tools used that were learned in the course.
 - **Accountability and feedback.** Accountability and feedback will be provided within 60 days through one-on-one sessions with an internal leader and/or course facilitator.
 - **Noticeable impact score (NIS).** Bringing values to life will be quantified using the HTI values scale.
- **Course capacity** – maximum of 24 participants per offering.
- **Program cost** – \$950/participant.

Instructor Profiles

Tanya Schecter

Tanya Schecter is the co-founder of the HTI Institute which specializes in changing relationships one relationship at a time to create a culture of leadership and excellence. Tanya has 25+ years' experience developing curriculums and working as a trainer, coach, and performance and leadership consultant in a wide variety of industries in the public and private sectors. In addition, she has a vast experience of working with leaders and employees to successfully implement large cultural change initiatives that are supported by performance management and collaborative leadership.

Tanya has two Master's degrees from McGill University and Concordia University, is trained as a co-active coach, and is certified in EQ-I (emotional intelligence), Myers-Briggs, and ProSci (change management).

Matthew Gould

Matthew Gould is the co-founder of the HTI Institute which specializes in changing relationships one relationship at a time to create a culture of leadership and excellence. Matt has 24+ years of extensive experience leading teams across small, medium, and corporate businesses to increase personal leadership and effectiveness and exceed business and corporate objectives. In, he has 10+ years of coaching individuals as well as facilitating leadership academies across North America.

Matthew has an undergraduate degree from UBC and is an MBS graduate from the Rotman's School of Business. He's also a certified co-active coach (CPCC).