

The Decision Tree

Be a leaf and branch kind of decision maker!

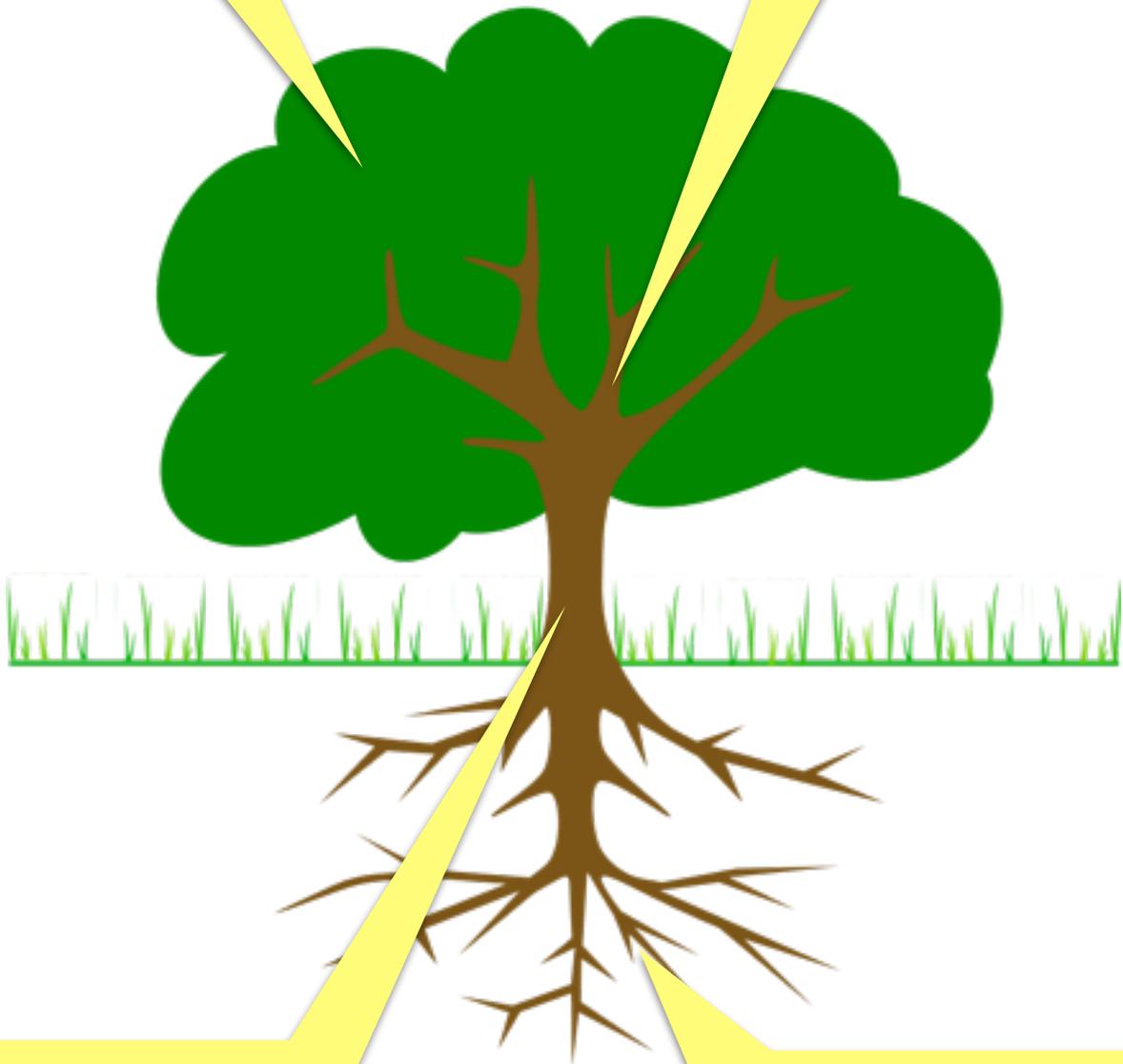
Be confident in what you know!

Leaf Decision:

- * decide
- * do

Branch Decision:

- * decide
- * do
- * feedback later



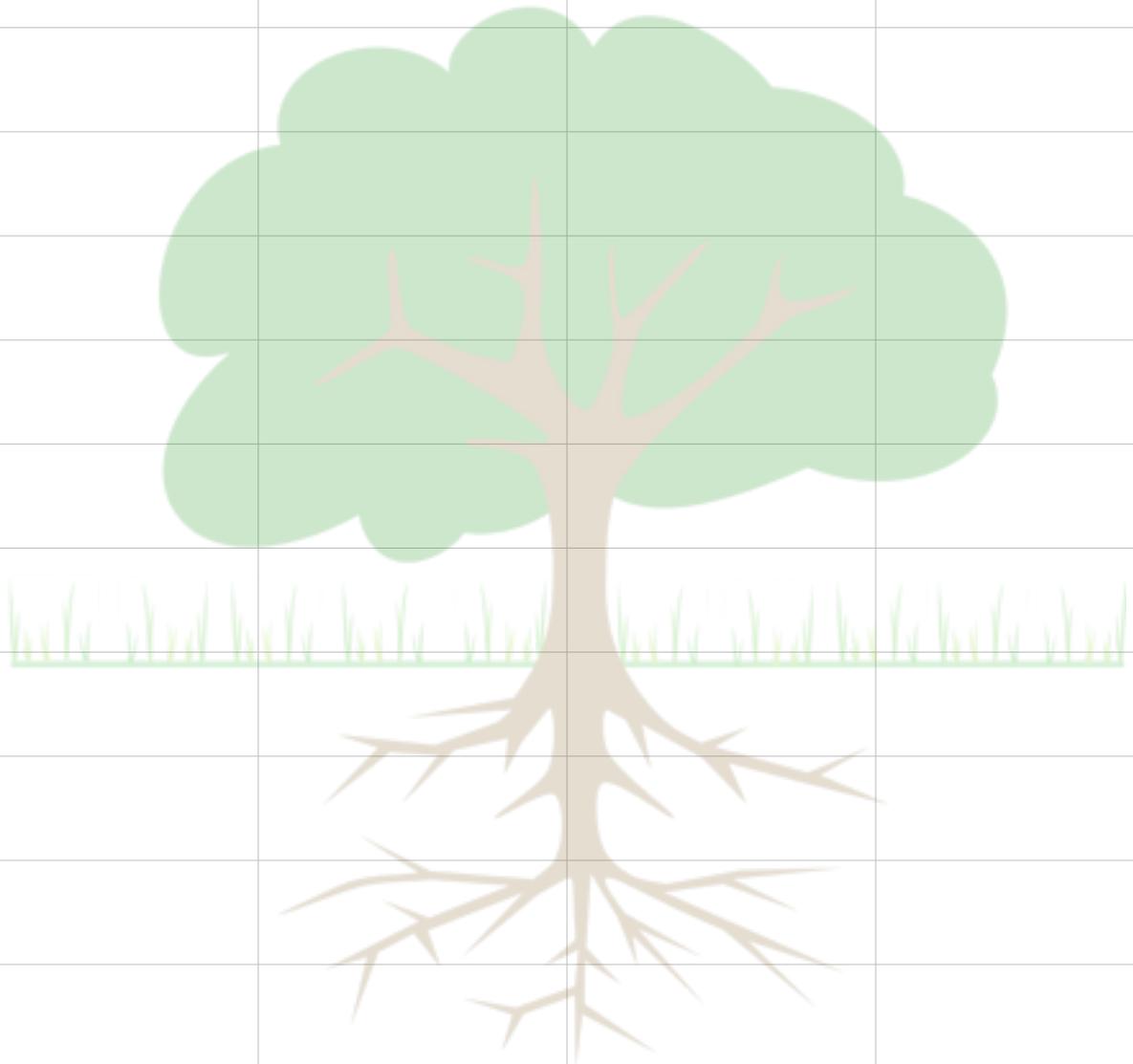
Trunk Decision:

- * decide
- * discuss
- * do

Root Decision:

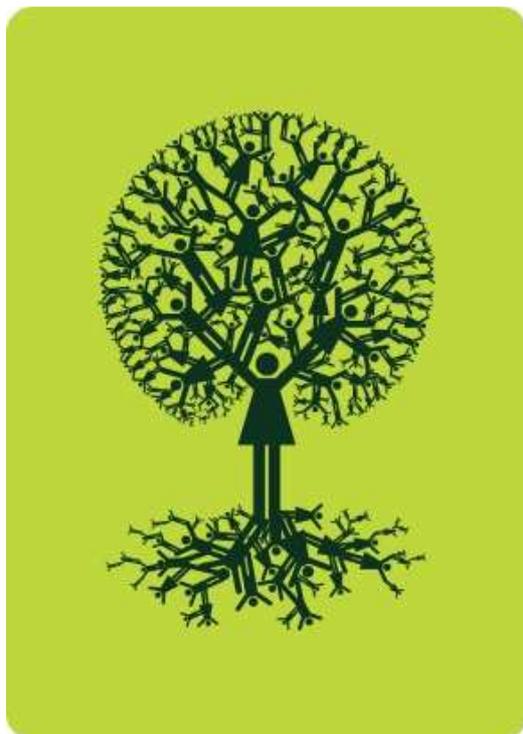
- * discuss
- * decide
- * do

Decisions we make and where they fit on the tree



The Decision Tree

The Decision Tree is a tool for delegation and professional development. It assists you and your people by moving more decisions to the 'leaf' level.



Leaf decisions
Make the decision. Act on it.
No need to report the action you took.

Branch decisions
Make the decision. Act on it.
Report the action you took, daily, weekly or monthly.

Trunk decisions
Make the decision.
Report your decision before you take action.

Root decisions
Make the decision jointly, with input from many people.

The analogy of root, trunk, branch and leaf decisions indicates the degree of potential harm or good to the organisation as action is taken at each level.

Poor decisions at any level can hurt an organisation. A leaf decision will not kill the tree if it is poorly made and executed. A mistake at root level can cause tremendous damage.

Decision Tree ~ Goals

1. To identify which categories decisions and actions fall into, so that people know exactly where they have the authority to make decisions and take action.
2. To provide people with a clear upward path of professional development. Progress is made when decisions are moved from root to trunk to branch to leaf.
3. To assist organisations in consciously developing grassroots leadership within their organisations, freeing up senior teams to take on more challenging responsibilities themselves.
4. To increase personal accountability. People remain hidden, their potential unrealised, if you make all the decisions.

Adapted from *Fierce Conversations* by Susan Scott

To be able to make the right decisions, people need to know:

- what they are trying to achieve (what is our mission?)
- exactly what values and beliefs should be applied to those decisions
- what the goals are / what the picture of success is



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