



When **to involve others** in decision-making?

The challenge

It is often recommended to favor decision-making by consensus, in order to encourage the involvement of all stakeholders. In practice however, many executives are often tempted to make decisions alone: deadlines are tight, employees don't take sufficient initiative or lack experience ... In practice, there is no ideal decision-making method, but several approaches, more or less suited depending on the situation.

Pick the right decision-making approach

Four main decision-making modes can be identified, depending on the number of people involved in the process, and on how widely responsibility is shared. It is up to you to evaluate the context in order to choose the most suitable approach.

