

■ ■ DECIDE FASTER, DECIDE BETTER: A MANAGER'S TOOLKIT

■ **Organizer:** Université Jean-Monnet
of St Etienne

■ **Instructor:** Marie Borne

INSTRUCTOR

Marie Borne, MSc. Marie Borne holds a Master's degree in Social Psychology, International Law and Legal Studies, and works as a trainer in management practices. She regularly facilitates interactive workshops and webinars for professionals, combining insights from cognitive psychology and contemporary management practices to help managers navigate complexity and uncertainty in their daily work.

DESCRIPTION OF THE TRAINING PROGRAMME

As a manager, you make dozens of decisions every day. Some are obvious, others keep you up at night. In this two-hour webinar, participants will explore why even experienced managers can be misled by their own intuition and will leave with a simple decision-making matrix and practical tools to help them navigate uncertainty and mobilize their teams more effectively.

The training programme combines short conceptual inputs, interactive polls, and practical exercises designed to help participants reflect on their own decision-making habits and exchange experiences with peers from across Europe. Particular attention is given not only to how decisions are made, but also to how they are implemented within teams.

During the webinar, participants will:

- Understand the main **cognitive biases** that frequently influence managerial decisions, such as confirmation bias, status quo bias, and overconfidence.
- Learn a **practical framework for rapid decision-making**, using the Q.D.E. (Quick and Effective Decision) matrix to distinguish between obvious, complicated, complex, and chaotic situations.
- Explore **methods for involving teams in decision processes** without slowing down execution or creating inefficient consensus.
- Practice applying these tools through **interactive scenarios and group reflection**.
- Leave with a **practical decision-maker's toolbox**, including key questions to ask before major decisions and warning signs that indicate potential bias.

Training date: May 12, 2025 – 14:00–16:00 (online)