



Decision-making Boot Camp For Technology Teams



Outcomes

1. Immediately improve the quality of your decisions.
2. Understand how biases and incomplete information affect everyone, and how to overcome these.
3. Build teamwork while learning real transferable skills.

Decision-making is the heart of your business.

Most team-builders are weak on skills

Essilen Research's decision-making boot camp is different. Traditional team-builders repeat platitudes or use "self-help" pop-psychology, hoping that your tech team will be able to apply it in their demanding jobs. The decision-making workshop uses scientific evidence, presentations and games to teach real skills to real teams. Everything is geared toward getting your team tangible results from day one.

Why decision-making?

Everybody in your team is a decision maker, from the CEO to a new hire. Having a method and an awareness of how you make decisions sets up your organization for long-term success.



Who we are

The boot camp facilitators are themselves technologists. We've been in your shoes. We are committed to researching and developing cutting-edge decision-making science. We draw ideas from diverse domains including Wall Street, Silicon Valley, defense, and academia.

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Boot Camp Agenda



Module 1: Deciding amidst uncertainty

- Properly estimating and evaluating probabilities of unknown or future events.
- *Introductory game*: trivia quiz estimating probabilities.
- *Presentation*: practical techniques for better estimating probabilities and future outcomes.
- *Skill-building*: team-based estimation game.

Module 2: Deciding with incomplete information

- The role of gut instinct and experience, and how systematize these.
- *Introductory activity*: Interactive discussion of real-world difficult estimations.
- *Presentation*: How to combine uncertain estimates in a mathematically sound way. How to do this on the fly in an intuitive way.
- *Skill-building*: Project scheduling poker.

Module 3: Making business decisions

- Combining disparate sources of information in principled and aligned ways.
- *Introductory activity*: Allocating scarce resources.
- *Presentation*: How to combine different sorts of data into a cohesive picture.
- *Skill-building*: Synthesize the costs of various business activities and their benefits.

Module 4: Group dynamics

- Dealing with disagreements among technical teams and with business teams
- *Introductory activity*: the incentive game.
- *Presentation*: incentives, disagreement, Aumann's theorem, double-cruxing.
- *Skill-building*: the controversy game.

Module 5: Deciding on deciding

- Improving and tracking decision-making processes over time. Introduction to work-versioning.
- *Introductory activity*: Focused group discussion on ways of improving (work, school, sports, etc)
- *Presentation*: How to apply work-versioning and decision-making tracking ideas.
- *Skill-building*: Workshop your team's next version.



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