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Deciding for Results II

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Last week's blog asked you the important question: *How is your decision-making style impacting your organization's results?* I asked you to think about your style and how it affects employee engagement, team building, and open communication in the workplace. [Buy Accutane](#). As many of you know, these things have a direct impact on your business results.

Last time I reviewed two of the four main decision-making styles: Autocratic and Democratic. Participative and Consensus are next.

The participative style of decision making is when the leader involves the other members of the organization in the process. Participative decision making is a way of building engagement making people feel good about their involvement. This style can foster open communication and positively impact the culture. This style won't improve the culture of ownership; that is because it still leaves the final decision in the hands of the leader. ***How do you think this style would impact YOUR business results? Do you see both right and wrong situations to engage this style?***

The last decision-making style is consensus. Here the leader gives up complete control of the decision; the full group is totally involved in the decision. While this style would certainly help build a sense of ownership, I have to tell you that this is my least favorite style. Not because I have a problem giving up control but, rather, because of the incredible amount of time it takes and secondarily the fact that many people may not have the knowledge or experience to "vote" on the decision.

Having said that, there are situations where a consensus approach makes sense. The benefits can include building trust in the workplace, team building, increased employee engagement, and a more productive workplace because people feel so much ownership for the decision.

Clearly, no one style is right for all the situations leaders face in the workplace. Have I gotten you thinking, though? Are you wondering how your decision-making style is impacting your people? Your business results? **I'd love to hear some of your stories.**

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