STRATEGIC THINKING AND DECISION-MAKING FOR MANAGERS COURSE

Introduction

In today's increasingly volatile, uncertain, complex and ambiguous business environment, managers must move beyond routine operational thinking to develop the strategic foresight, analytical judgement and decision-making capabilities required to sustain organisational performance. Effective strategic thinking enables managers to anticipate emerging challenges, recognize opportunities, evaluate competing priorities and make informed decisions that create long-term organisational value. The Strategic Thinking and Decision-Making for Managers Training Course equips participants with practical frameworks, analytical tools and leadership competencies for translating organisational strategy into sound managerial decisions. The programme explores systems thinking, environmental scanning, critical thinking, strategic analysis, scenario planning, risk-based decision-making and strategic problem-solving. Participants learn how to balance short-term operational demands with long-term strategic objectives while navigating uncertainty, competing stakeholder interests and limited organisational resources. Through interactive case studies, simulations, strategic decision exercises and real-world management scenarios, participants strengthen their ability to evaluate alternatives, challenge assumptions, manage cognitive biases and make evidence-based decisions. The course also emphasises strategic agility, innovation, ethical judgement and accountability, enabling managers to become proactive contributors to organisational transformation, resilience and sustainable growth.

Course Objectives

- Explain the principles and organisational importance of strategic thinking and effective managerial decision-making.
- Apply critical thinking, systems thinking and strategic analysis to complex management

situations.
- Evaluate internal and external environmental factors influencing organisational decisions.
- Use structured decision-making models to assess alternatives and select appropriate strategic responses.
- Apply strategic foresight, scenario planning and risk analysis when making decisions under uncertainty.
- Identify and manage cognitive biases, assumptions and ethical dilemmas affecting managerial judgement.
- Align managerial decisions with organisational strategy, stakeholder expectations and available resources.
- Develop practical strategic decision-making and implementation action plans.

Course Modules

> Module 1: Foundations of Strategic Thinking for Managers
- Meaning, principles and dimensions of strategic thinking
- Strategic thinking versus operational and tactical thinking
- Characteristics and competencies of strategic thinkers
- The role of strategic thinking in managerial effectiveness

> Module 2: Critical Thinking, Analytical Reasoning and Managerial Judgement
- Principles of critical thinking and logical reasoning
- Identifying assumptions, biases and reasoning errors
- Problem identification, root-cause analysis and diagnosis
- Applying analytical judgement to managerial challenges

> Module 3: Systems Thinking and Strategic Perspectives
- Principles and applications of systems thinking
- Understanding organisational interdependencies and complexity
- Identifying feedback loops, patterns and systemic risks
- Applying holistic thinking to strategic management decisions

> Module 4: Strategic Environmental Analysis and Intelligence
- PESTEL analysis and environmental scanning
- SWOT and TOWS analysis for strategic choices

- Stakeholder analysis and competitive intelligence
- Identifying strategic opportunities, threats and emerging trends

> Module 5: Strategic Decision-Making Models and Frameworks
- Rational, bounded rationality and intuitive decision-making models
- Decision trees, weighted decision matrices and cost-benefit analysis
- Multi-criteria decision analysis and prioritisation techniques
- Selecting strategic alternatives and evaluating trade-offs

> Module 6: Strategic Foresight and Scenario-Based Decision-Making
- Understanding VUCA, BANI and emerging organisational uncertainties
- Strategic foresight, horizon scanning and trend analysis
- Scenario planning and alternative futures
- Developing adaptive strategic responses and contingency options

> Module 7: Risk-Based and Evidence-Based Managerial Decisions
- Integrating risk assessment into strategic decisions
- Evaluating probability, impact and organisational risk appetite
- Using management information, data analytics and performance intelligence
- Making defensible decisions under uncertainty and incomplete information

> Module 8: Strategic Leadership, Innovation and Ethical Decision-Making
- Strategic leadership competencies and decision accountability
- Creative thinking, innovation and strategic problem-solving
- Ethical judgement, governance and stakeholder considerations
- Building collaborative decision-making and strategic agility

> Module 9: Translating Strategic Decisions into Organisational Results
- Aligning managerial decisions with organisational strategic objectives
- Strategic prioritisation, resource allocation and execution
- Developing strategic action plans, KPIs and accountability frameworks
- Monitoring strategic outcomes and adapting decisions

> Module 10: Practical Strategic Decision-Making Simulation and Action Planning
- Analysis of complex organisational decision-making case studies
- Group simulation involving competing strategic alternatives
- Development of individual strategic decision-making improvement plans

- Presentation, peer review and evaluation of strategic action plans