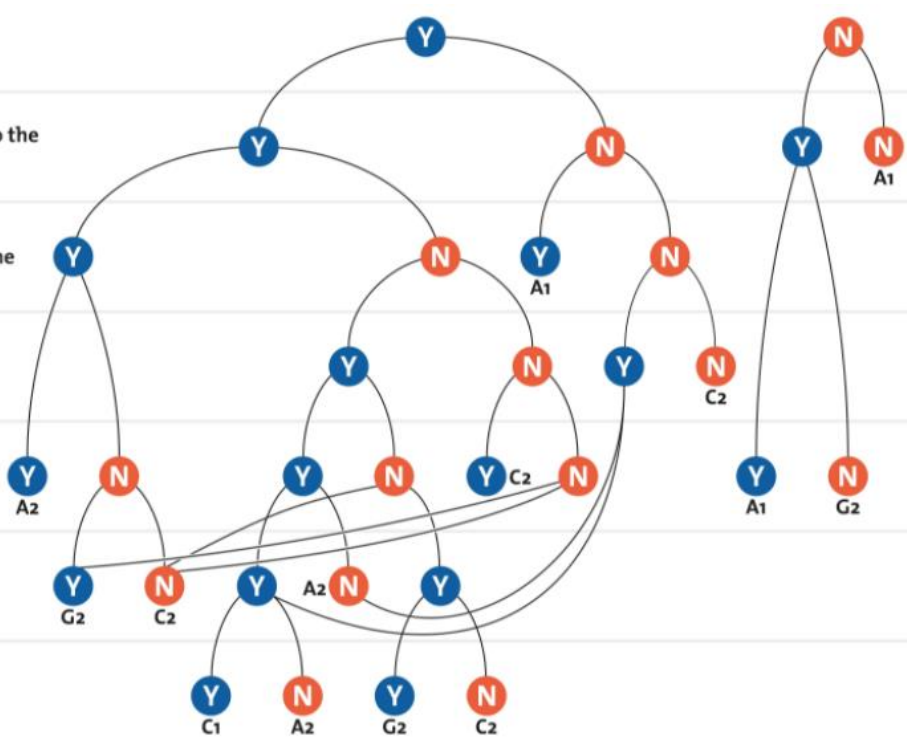


Best Practice 1

Title of Tool/ Good practice	Vroom-Yetton-Jago Normative Decision Model
Keywords (meta tag)	Decision-making tree, Vroom-Yetton-Jago normative decision model
Provided by	University of Economics – Varna Based on: MindTools
Language	English
Good Practice	
<p>The Vroom-Yetton-Jago normative decision model is a decision-making tree which helps business leaders determine whether they need to involve others in the decision-making process and to what extent. Leaders elicit information by asking a series of questions about the situation, possible decisions and consequences to decide on the degree of involvement of others. As a result, the style of decision making may vary from autocratic (when the leader makes a decision on their own) to consultative to group based. This model may be illustrated by this diagram designed by MindTools, with A1 and A2 referring to an autocratic style of decision making, C1 and C2 to a consultative one, and G2 to a group-based style of decision making:</p>	
 <p>The diagram is a decision tree with seven questions on the left. The questions are: 1. Is the quality of the decision important? 2. Is team commitment to the decision important? 3. Do you have enough information to make the decision on your own? 4. Is the problem well structured? 5. If you made the decision yourself, would the team support it? 6. Does the team share organizational goals? 7. Is conflict amongst the team over the decision likely? The tree branches based on 'Y' (Yes) or 'N' (No) answers. The final nodes represent decision styles: A1 (autocratic), A2 (autocratic), C1 (consultative), C2 (consultative), and G2 (group-based).</p>	
Reference Link	https://www.mindtools.com/pages/article/newTED_91.htm
Type of material	BEST PRACTICES