

THE
DECISION
INSTITUTE



THE PIONEERING BUSINESS SCHOOL





IN-HOUSE PROGRAMS ON DILEMMAS AND CONTROLS

How can you offer your managers a learning experience that challenges their thinking on compliance and ethics in the business surrounding?

By discussing dilemma and control questions, the conversation on compliance and ethics within your company can be started. Through serious gaming, simulation and the Harvard Business School case method, we design tailor-made educational experiences. The managers in your company will walk away with a concrete future-focus on compliance and ethics.



FUTURE-FOCUSED EDUCATION

Anno 2016 and beyond, the focus on moral dilemmas and following control questions has intensified. For your company too, it is important discuss the ‘Tone at the Top’ and ethics of decision-making within the company. To talk about the ethical conduct of the managers in the company, with them. Do the managers within the company act ethical in relation to the internal codes of conduct, the procedures within the company, their own career, their targets or their gut feel?

BEHAVIORAL AND SOFT CONTROLS

Behavioral controls and soft controls can be used within your organization to determine what the playing field for the managers in your organization is. What do the rules and the lines of this field in the organization mean? What are the consequences for the managers who have the freedom to work together and strive for the best result but at the same time want to comply? A discussion on these controls and the dilemmas on compliance and ethics that follows from them, is essential.

For an overview of our pioneering work and/or a detailed description of our different In-company programs and didactics, please visit www.thedecisioninstitute.org.

OUR DIDACTIC VISION

ALIGNING THE HEAD, HANDS AND HEART

Combining academic work with in-class knowledge forms the basis of the educational programs and educational materials we develop. Our main specialties are serious gaming, simulation and the Harvard case method. Together with our clients, we determine what the main learning focus for a specific group of managers must be. After determination of the goal of a specific educational track, we discuss what we deem the didactic approach best fit to align the head, hands and heart. Our clients can determine their involvement with the development of a serious game, a simulation or a business case themselves, but we prefer co-creation to make the learning experience the best it can be. Together, we are able to provide an experience which challenges and educates managers in your company to think about compliance and ethics.

SELECTION OF OUR PREVIOUS WORK

- ❖ 1996 - The design of the first change-oriented business game for the echelon managers of an automotive company
- ❖ 1998 - The first international in-company training for 250 pharma professionals
- ❖ 2003 - First scenario-based in-company course using narratives, clients, gaming and shaping techniques
- ❖ 2005 - Business case writing Ahold (A & B)
- ❖ 2009 - 'Train the Trainer' - program for fellow faculty in case writing and corporate governance
- ❖ 2010 - Business case writing Dutch Flower Cluster
- ❖ 2012 - Negotiation game
- ❖ 2015 - Business case writing Imtech (A & B)
- ❖ 2015 - Business case writing Oad
- ❖ 2016 - In-company program on corporate governance for Business Unit Managers of an energy company



The Decision Institute is a pioneering business school, offering tailor-made in-house programs, international & (executive)-MBA programs, master-classes and workshops, using cutting-edge knowledge and business insights and operating within the established global academic and corporate network. The Decision Institute enables organizations and individuals to implement knowledge directly and successfully, leading to business breakthroughs.

STRATEGY



CORPORATE
GOVERNANCE



CHANGE
LEADERSHIP



OUR DIDACTICS EXPLAINED

Since 1996, The Decision Institute has pioneered in-house customized programs using serious gaming, simulation and the Harvard case method. We use existing and tailor-made didactics to develop the educational track in your company, with a special focus on corporate governance issues.

SERIOUS GAMING

The Decision Institute has been developing serious games for over decade. A serious game provides its participants with a game designed to solve a problem. While playing, participants are trained and educated, while having fun at the same time. The progress made by the players is key to get to the next level. All kinds of learnings that are of importance for a company to be learned by the players, can be included by the designers of the game.

SIMULATION

Creating simulations is another specialty of the experts of The Decision Group. A simulation puts the participant in an imitated real-life process. By going through this process, participants can experience what it is like to be put in a process which can be expected in everyday life within a company. Participants will be able to actually feel what it is like to undergo certain processes and will feel what a situation will do to them, which makes it easier to discuss the necessary actions in company processes.

CASE WRITING

The Decision Institute has more than fifteen years of case writing experience and is frequently asked by companies and organizations to write a case about their business. The Harvard business case method has been developed to present real-life challenges faced by leading companies, nonprofits and government organizations and places the student in the role of the decision maker. These business cases are subsequently used for educational purposes within the ordering organization or for marketing purposes. There are no simple solutions in these business cases, with constraints and incomplete information found in real business issues included. In 2015, the Imtech, Oad and Volkswagen cases were finalized which had a strong focus on compliance and ethics.