



# Focused Decision Making

Organization Development  
and Transformation Consultants

## CONSULTATIVE MISSION

**Focused Decision Making** facilitates the discovery of client needs, priorities, goals, themes and problems by providing support, guidance and the focus needed to address these issues in a way that enables the client to move forward independently.



*Focused Decision Making is based  
on the natural occurrence of  
Thematic-Thinking*  
James W. Kidd, Ph.D.

## Focused Decision Making

Organization Development  
and Transformation Consultants

### *Principals*

**Antonia Dill, Ed.D.**  
**Linda Equi-Williams, M.A.**  
**Anthony Jaramillo**  
**Janet E. Kellogg, M.A.**  
**James W. Kidd, Ph.D.**

*Bring to your organization  
skills in:*

Change Management  
Total Quality Management  
Project Management  
Leadership Development  
Corporate Culture/  
Technology Assessment  
Human Resources  
Relationship Management  
Conflict Resolution  
Facilitation  
Investigative Interviewing  
Qualitative & Quantitative  
Research  
Staff Development  
Sales Training  
Development of an Idea

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# Focused Decision Making

## Organization Development and Transformation

Within every organization exist the means for meeting the organization's needs, but at today's pace there is seldom time to uncover these resources.

**Focused Decision Making** consultants (**FDM**) work with clients to identify the underlying issues and then determine when, where and how these issues, important to the organization, are to be addressed.

Through investigative interviewing, **FDM** helps clients focus on select issues that have the greatest potential value for the organization at a particular time.

**FDM** helps clients recognize opportunities for success and attend to changing priorities that relate directly to the organization's vision, mission, goals and values.

**FDM** maintains, based on the following assumptions, that focusing is:

- ◆ a universal phenomenon which often is a matter of individual style
- ◆ constantly changing as priorities shift
- ◆ continuous, aiming toward something
- ◆ selective, interested in one thing more than another

In any given situation the focus is on priority issues.

**Focused Decision Making** consultants help clients ascertain and move towards the priority issues that will enable them to meet their goals.

### Focused Decision Making

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## CONSULTATIVE MISSION

**Focused Decision Making** facilitates the discovery of its client's needs, problems, priorities, goals, issues, and themes by providing support, guidance and the tools needed to address these issues in a way that enables the client to move forward independently.

**People:** Value them as individuals - Authenticity

Respect for individuality

Valuing diversity and different points of view

Be yourself - genuiness, authenticity

Love of people

Interest in helping people

Valuing others as individuals

**Group Process:** How we choose to work together

Have fun

Cooperative/Collaborative

Commitment - to the group and the individuals and the OD work

Seek truth

Openness/authenticity/availability

Being involved

Flexibility

Open to evaluating our own process and adjusting

**Quality**

Professional standards and ethics - quality

**Holistic Approach:** In an environment of: trust - honesty - integrity  
creativity - learning

Honesty

Integrity

Trust

Create a learning environment

Creativity

**Service we can provide: Help the organization to develop a system of self-maintenance.**

Simplicity

Awareness and intuition

View systems as a whole

Self-esteem enhancing

Helping anyone who needs our services

Reserve the right to determine our clientele

Reflection on appropriate task, skill assignments

Provide opportunity to strengthen our weakness'

Creating learning organizations

Maintain, support, nurture, create our own growth

Systematic process