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
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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
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.
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 - genuineness, 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 weaknesses
Creating learning organizations
Maintain, support, nurture, create our own growth
Systematic process