

DECISION MAKING SKILL AS A KEY COMPONENT OF GOOD LEADERSHIP

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Abstract

Decision-making skills are integral to effective leadership, serving as a crucial factor in achieving organisational success and fostering team cohesion. This study aims to examine decision-making as a foundational element of good leadership, examining various skills and strategies leaders employ to enhance decision outcomes. The study explores the types of decision-making skills that include creativity skills, leadership skills, emotional intelligence skills, and problem-solving skills. It also discussed the potency of decision-making skills in good leadership, which consist of enhancing risk management, promoting adaptability and responsiveness, engaging stakeholders, and building consensus, which enable leaders to balance various factors, foresee prospective outcomes, and make informed choices that can inspire trust and foster flexibility in their team. The study further delves into the contribution of each type of decision-making skill and their impact on good leadership. The study concludes that decision-making skills empower leaders to respond confidently to change, foster a positive work environment, and drive strategic progress. One of the recommendations provided was that leaders should develop and maintain a collaborative decision-making environment. By seeking input from diverse team members and encouraging open discussions, leaders can gain multiple perspectives, which can lead to more well-rounded decisions.

Keywords: Decision Making, Skill, Component and Good Leadership

Introduction

Good leadership is often defined by the capacity to make sound, timely, and strategic decisions that guide people toward achieving common goals. In order to enhance the above, effective leadership also needs to embrace certain skills, traits, and dispositions, which in turn strengthens their ability to deal with the ever-emerging challenges in human society (Namwambah, 2020). Effective leadership is based on having the ability to make sound decisions. The ability of managers and leaders to make decisions is a crucial determining element. Making decisions is an essential leadership ability that influences not just a leader's efficacy but also the performance of their teams and organisations as a whole. Establishing trust and defining a clear course of action depend heavily on a leader's judgement, values, and capacity to evaluate difficult circumstances.

Strong decision-making abilities enable leaders to overcome obstacles, boost confidence, and guarantee consistent advancement in settings characterised by quick change and ambiguity.

One of the reasons decision-making is so integral to effective leadership is its direct impact on team performance and morale. According to Yunita, Syam, Ulmadevi, Jannah, & Asri (2023), the individual abilities possessed by a leader are very important in controlling the behaviour of individuals and groups because these two aspects have a significant role in shaping an organization. When leaders make decisions that are thoughtful and well-informed, it fosters a sense of security and purpose among their team members. Conversely, indecision or poorly made choices can lead to confusion, reduced morale, and a lack of motivation, undermining the team's efforts and jeopardising project outcomes. As a result, decision-making encompasses more than just the decisions that are now being made; it also creates a pattern of leadership strength and dependability that encourages dedication and loyalty inside the company. Additionally, leadership decision-making necessitates a combination of analytical and intuitive thinking. Data collection, choice evaluation, and result weighing are all components of analytical thinking. This method is essential when leaders must make difficult decisions or in situations that call for in-depth examination. When time is short, however, leaders can make rapid but effective decisions because to intuitive decision-making, which is frequently based on experience and a thorough grasp of the company. Leaders who are able to combine the two methods with ease frequently succeed in their positions by making decisions with a balance between accuracy and flexibility.

In addition to influencing team dynamics, decision-making is pivotal for long-term organisational success. As mentioned by Xiaowei (2022), to make sensible and effective decisions, leaders must improve their decision-making abilities. These are the competencies that emphasise the tactics and strategies that must be implemented for enhancing goodwill and obtaining the desired results. Strategic decision-making, which involves foreseeing future trends and preparing the organisation to adapt, ensures that a business or institution remains competitive and resilient. Leaders who are proficient in strategic decision-making position their organisations for sustained growth and are better equipped to handle economic fluctuations, industry shifts, and other external pressures. Hence, a leader's ability to make insightful, future-orientated decisions is a significant determinant of organisational endurance. Good leadership also heavily relies on ethical decision-making. Ethical decision-making reflects a leader's commitment to fairness, transparency, and social responsibility, all of which are valued in today's organisational environments. Leaders who prioritise ethical considerations build a culture of trust and respect, as their decisions resonate with the principles of integrity and accountability. By aligning decisions with ethical standards, leaders not only strengthen their personal reputation but also foster a more inclusive and supportive workplace.

Concept of decision making

Making decisions is at the heart of all human activity. The process of selecting a certain course of action from a range of options in order to accomplish a set of preset goals is known as decision-making. The process of choosing involves deciding on a course of action, obtaining data, and weighing potential answers. As stated by Sheldon, Ed Burns & Brush (2024) Decision-making process is a series of steps one or more individuals take to determine the best option or course of action to address a specific problem or situation. Often, managers and executives use the process to plan how to carry out business initiatives or set specific actions in motion.

Decision-making is a consultation process carried out by a group of specialists in order to improve the functioning of any business. As a result, it is a constant and dynamic activity that pervades all other organisational operations. The decision-making process is critical to an organisation's success since it is a continuous activity. Because intellectual minds are involved in decision-making, substantial scientific knowledge, abilities, and experience, as well as mental maturity, are required. According to Gupta (2022), decision-making is a daily task in personal life and profession. To lead, ability of decision-making is the most important quality, and one has to be right in most of the decisions taken as a leader. Furthermore, decision-making is the process of making choices by recognising the problem, gathering information about feasible solutions, and finalising the best alternative. This process is carried out through an intuitive or logical process, or a combination of two. In organisations, decisions are required to be taken to either solve problems or achieve certain results. Decision-making is judgemental in nature.

Concept of decision making skills

Decision-making skills are the abilities needed to make an informed, rational decision. Someone with good decision-making skills at work can assess all the facts, understand the company's current state and goal state, and choose the best course of action. As quoted by Roberts (2023), decision-making skills are the abilities used to choose the best course of action from several alternatives in any situation. These skills involve critical thinking, problem-solving, analysis, and evaluation. Effective decision-making requires understanding a situation, considering potential outcomes, weighing the risks and benefits, and confidently choosing the best solution. Making wise decisions in both personal and professional contexts requires the ability to evaluate circumstances, avoid prejudices, and frequently apply logical thinking. In order to effectively and clearly handle complicated circumstances, these abilities are essential for management, leadership, and daily living.

Decision-making skills refer to the ability to evaluate information, consider various options, and choose the most appropriate course of action in a given situation. It involves critical thinking, weighing pros and cons, and making choices based on careful analysis and consideration of potential outcomes. Singh (2024) highlighted that effective decision-making skills are crucial in both personal and professional contexts. They can lead to better problem-solving, improved efficiency, and success in achieving desired goals. Heritty (2024) mentioned that decision-making skills are those skills that aid in your ability to choose solutions to challenges. With these skills, you can make informed decisions once collecting all the relevant information and data and considering multiple viewpoints. In order to strengthen your ability to make decisions, it is important to identify all of the skills that can help you weigh options and make the best choices.

Concept of leadership

Leadership is defined as the action or an act of guidance of leading a group of people or an organization. Leaders in varying backgrounds possess certain essential characteristics. According to Barney (2024), leadership is the ability of an individual or a group of people to influence and guide followers or members of an organisation, society, or team. Leadership is often an attribute tied to a person's title, seniority, or ranking in a hierarchy. However, it is an attribute anyone can have or attain, even those without leadership positions. It is a developable skill that can be improved over time. The ability to lead entails motivating team members to work together as a cohesive unit and assisting others in achieving certain objectives. The concept of leadership holds

that a group may become more effective and powerful if one individual manages the actions of all the other members. The act of leading a group or organisation involves making wise decisions, establishing a vision, inspiring others, and accomplishing group objectives with charm and moral rectitude.

Leadership is a fundamental notion that transcends the boundaries of the professional and personal world. In the context of modern business, leadership has become an essential skill for those who aspire to excel in their roles as managers, leaders, executives, or interim managers. Leadership is the ability to inspire, guide, and influence teams towards the accomplishment of common goals. This concept goes well beyond simple hierarchical authority and is based on interpersonal skills, values, and a commitment to collective success. Leadership also extends into daily life and can be expressed within family, friends, or within the community. Yusup (2022) stated that leadership is not only about ability but also in that there is an element of readiness from a person to direct others in the organisation so that they want to do what they are told. This ability and readiness are actually an added value possessed by a leader in carrying out his leadership. This leadership is certainly not owned by everyone in an organization. So leadership is the way or style of the leader of people who carry out that style.

Concept of a good leadership

The capacity to motivate, direct, and sway people and groups towards accomplishing common goals while keeping an eye on moral conduct, emotional intelligence, inclusiveness, and flexibility is known as good leadership. It involves creating an atmosphere where people feel empowered, appreciated, and supported in their own development while also being forward-thinking, open, and responsible. According to Varney (2023), a good leader is a person who possesses self-awareness, garners credibility, focuses on relationship-building, has a bias for action, exhibits humility, empowers others, stays authentic, presents themselves as constant and consistent, becomes role models, and is fully present.

Avolio & Walumbwa (2023) mentioned that good leadership involves setting a clear vision and direction for the organisation, aligning people with this vision, and ensuring that the strategies implemented lead to long-term success. Leaders must be able to anticipate future challenges and opportunities and navigate complex environments effectively. Good leadership is the ability to inspire, guide, and influence individuals and teams toward achieving shared goals while fostering a positive and supportive environment. It involves a combination of vision, emotional intelligence, ethical behaviour, adaptability, and the capacity to motivate and empower others. Good leaders not only drive organisational success but also create an atmosphere of trust, respect, and collaboration. Good leadership encompasses qualities such as integrity, empathy, vision, and the ability to inspire and empower others. One of the most important concepts of good leadership is that it must adapt to its environment to be effective.

Types of decision making skills

A leader's ability to address issues, weigh options, and make decisions that benefit their teams and organisations depends on their decision-making abilities. Comprehending the various decision-making abilities enables leaders to implement the best strategy according to the circumstances, guaranteeing fair and knowledgeable results that promote achievement and team unity. Decision-making abilities come in the following varieties:

Creativity Skills: Decision-making requires creative thinking to brainstorm solutions that might not be so straightforward or traditional. Creative decision-makers think outside of what has been done before and develop original ideas and solutions for solving problems. In addition, they are open-minded and willing to try new things.

Leadership Skills: While collaboration is often crucial for good decision-making, someone must take the lead and make a final decision. Leadership skills can help a person consider all perspectives and decide on a singular solution that best represents the team members' ideas (Kaplan, 2023).

Time management skills: Time management and decision-making go hand-in-hand. The stress of urgent, high-pressure decisions can incite tunnel vision and binary thinking, and the resulting poor choices often lead to even more stressful scenarios.

Emotional intelligence skills: Since emotions significantly affect your thinking, you might consider them an obstacle to good decision-making. But there is significant evidence showing that emotions are not only helpful for making decisions; they are vital. Emotions may assist the mind in compacting experiences and lines of reasoning into gut reactions that allow for split-second choices.

Problem-solving skills: This includes logical reasoning, critical thinking, and scientific literacy, all of which represent your ability to absorb and apply data to the task at hand. Exercising these skills helps you avoid anchoring bias when you make snap judgements based on the first piece of information you receive (Perry, 2023).

The potency of decision making skill in good leadership

Strong decision-making abilities allow leaders to consider a variety of issues, anticipate possible outcomes, and make well-informed decisions that can build resilience in their teams, expedite processes, and inspire trust. An examination of the effectiveness of decision-making abilities in effective leadership is provided below:

Enhancing Risk Management: One of the most critical aspects of decision-making in leadership is the ability to assess and manage risks effectively. Leaders often face decisions that involve weighing potential risks and benefits, requiring them to evaluate both short-term and long-term implications. Leaders who employ comprehensive risk assessment in their decision-making processes can better anticipate potential challenges and develop contingency plans. This approach not only minimises the likelihood of negative outcomes but also reinforces a proactive culture that enhances organisational resilience and agility in the face of uncertainty.

Promoting Adaptability and Responsiveness: Good decision-making enables leaders to adapt to changing circumstances swiftly. In today's fast-paced environment, the ability to make timely and flexible decisions is essential. Leaders who excel in adaptability can adjust their strategies to address emerging trends, shifting market demands, or unforeseen crises. Research by Thompson and Carlson (2020) highlights that adaptive decision-making allows leaders to pivot effectively, enabling organisations to seize opportunities and mitigate risks more effectively. This adaptability is critical to sustaining competitive advantage and ensuring that the organisation remains relevant.



Engaging Stakeholders and Building Consensus: Effective leaders recognise the importance of engaging stakeholders in the decision-making process as it fosters a sense of ownership and trust among team members, clients, and other stakeholders. Leaders who incorporate input from a diverse range of perspectives can make more informed and well-rounded decisions. As illustrated by Chen and Williams (2018), collaborative decision-making enhances team cohesion and morale, as individuals feel valued and heard. Furthermore, inclusive decision-making helps prevent potential conflicts and encourages commitment, as stakeholders are more likely to support decisions in which they have had input.

Upholding Accountability and Transparency: Accountability in decision-making reinforces trust in leadership. Leaders who are transparent about their decision-making processes and outcomes foster a culture of integrity within their organizations. Accountability encourages leaders to consider ethical implications and ensures that decisions are justifiable and aligned with organisational values. Transparent decision-making not only enhances credibility but also enables leaders to evaluate and learn from their choices, contributing to continuous improvement and better decision-making in the future.

The contribution of problem solving skill to good leadership

Problem-solving skills enable leaders to make informed decisions, mitigate risks, and navigate and capitalise on opportunities. By fostering a culture of continuous improvement, leaders contribute to the long-term success and sustainability of the organization. Problem-solving abilities contribute to effective leadership in the ways listed below:

Enhancing decision-making and strategic vision: Problem-solving skills improve leaders' decision-making abilities, enabling them to address challenges strategically and develop a clear vision for the organization. Leaders who are adept at problem-solving can analyse complex issues, weigh different solutions, and select the best course of action. This approach aligns resources with organisational objectives and improves performance.

Building Trust and Credibility: Leaders who solve problems effectively build credibility and trust within their teams, as employees rely on them to provide guidance during uncertain times. When leaders demonstrate a systematic approach to problem-solving, they project confidence, which encourages team members to support their vision and follow their guidance. Trust in leadership increases significantly when leaders exhibit strong problem-solving abilities.

Fostering Team Collaboration and Trust: Problem-solving skills contribute to team collaboration by helping leaders facilitate constructive discussions and solutions when challenges arise. Leaders with problem-solving abilities can involve their teams in the process of finding solutions, which fosters trust, engagement, and a sense of collective responsibility. Leaders who engage their teams in problem-solving exercises not only solve issues more effectively but also improve team morale and cohesion. This approach encourages a collaborative culture where team members feel valued and motivated to contribute.

Increased organisational productivity and success: One of the benefits of effective problem-solving skills in leadership is that they can substantially increase organisational productivity and performance. When a leader has strong problem-solving abilities, their ability to focus on key areas such as performance, productivity, and efficiency and mitigate challenges and obstacles that affect

these areas is considerably enhanced. This can have a direct benefit on an organisation's performance and the leader's success (Brodowicz 2024).

The contribution of emotional intelligence to good leadership

Emotional intelligence (EI) has emerged as a crucial attribute for effective leadership, enabling leaders to recognise, understand, and manage their own emotions as well as those of others. Leaders with high emotional intelligence foster positive organisational environments, enhance team cohesion, and improve overall performance. The following is how emotional intelligence contributes to effective leadership:

Self-Awareness: Leaders with high emotional intelligence are typically self-aware, allowing them to understand their own emotions, strengths, and weaknesses. This self-awareness enables them to make more informed decisions, manage stress effectively, and avoid impulsive reactions. According to Côté (2017), self-aware leaders are better equipped to handle complex situations and are more adaptable to change. Self-awareness not only enhances a leader's personal effectiveness but also builds trust among team members by fostering transparency and openness.

Conflict Management: conflict is inevitable in any workplace, and effective leaders need to be able to manage it in a constructive and positive way. Leaders with high emotional intelligence can stay calm and composed during tense situations, and they can also empathise with their team members, which can help to de-escalate conflicts. They can also use their emotional intelligence to find win-win solutions that address the needs of all parties involved, which can lead to stronger relationships and improved teamwork (Jain, 2024).

Adaptability and Flexibility: Teamwork skill requires adaptability, as team members often need to adjust to different roles, varying tasks, and dynamic challenges. Adaptable employees can pivot in response to changing circumstances, which is crucial in fast-paced environments. Nguyen & Tran (2019) highlight that flexibility enables individuals to respond constructively to unexpected challenges, ensuring the team remains productive. Adaptable team members are more likely to accept new perspectives, which enhances the team's ability to innovate and problem-solve.

Conflict Resolution: Conflict is natural within teams, but the ability to resolve conflicts constructively is a key teamwork skill. Effective conflict resolution involves understanding different viewpoints, managing emotions, and working toward mutually beneficial outcomes. Teams with strong conflict resolution skills experience reduced tension, allowing them to focus on achieving goals rather than on personal disputes. Leaders and members who can navigate disagreements build a cohesive team environment, ultimately fostering productivity and morale.

The contribution of team work skill to good leadership

Teamwork skills are a crucial competency in the modern workplace, enabling individuals to work collaboratively towards shared goals and effectively contribute to team performance. Teamwork skills encompass communication, adaptability, conflict resolution, and the ability to work cooperatively with diverse individuals. It is integral to organisational success, as it fosters collaboration, innovation, and efficient problem-solving. The following are the contributions of teamwork skills to good leadership:

Effective Communication

One of the fundamental aspects of teamwork skills is effective communication, which enables clear exchange of ideas and minimises misunderstandings. Employees with strong communication skills can convey their thoughts concisely and actively listen to others, which fosters trust and unity within teams. According to Mahmood (2020), teams with members who communicate effectively experience better collaboration and are more likely to meet their objectives. Effective communication is particularly important in diverse teams, where clarity and understanding help bridge cultural or linguistic differences.

Collaborative Problem-Solving

Teamwork also involves collaborative problem-solving, where team members pool their skills and knowledge to address complex issues. Collaboration in problem-solving enables teams to leverage diverse perspectives, which often results in more creative solutions. Collaborative problem-solving is associated with better decision-making outcomes and higher team satisfaction. Team members who excel in this skill are willing to share ideas openly and work together toward shared solutions, which is essential in achieving team goals.

Building Trust and Reliability

A critical aspect of teamwork skills is building trust and demonstrating reliability. Trust is the foundation of strong teamwork, as it encourages openness, risk-taking, and accountability among team members. When team members can depend on one another, they feel more empowered and motivated to contribute to the team's success. A study by Garcia & Silva (2019) found that trust within teams enhances cooperation and lowers turnover rates, emphasising its importance in sustaining a positive team dynamic.

Critical thinking

Critical thinking allows you to make better, more informed decisions. It can be tempting to follow along with whatever the group decides or what one team member believes is the best course of action, but sometimes a different approach or a new idea can help achieve better results. By thinking critically about the situation—examining all sides of an issue, reflecting on past experiences, and listening to what other group members have to say—you could arrive at a breakthrough that moves your team forward in new and exciting ways.

The contribution of time management skill to good leadership

Time management is a fundamental skill for good leadership. Effective leaders are often distinguished by their ability to allocate time wisely, set priorities, and maintain focus on what matters most. Good time management not only enhances productivity but also helps leaders manage stress, make better decisions, and balance their personal and professional lives. Below are some of the key ways in which time management contributes to good leadership:

Reducing Stress and Preventing Burnout: Time management plays a crucial role in reducing stress and preventing burnout. Leaders who manage their time poorly often find themselves overwhelmed by deadlines, meetings, and responsibilities. In contrast, leaders who plan ahead, delegate effectively, and set realistic goals are more likely to maintain a healthy work-life balance and prevent burnout. (Hall, 2022)



Building trust and accountability: Leaders who manage their time effectively are more likely to meet deadlines, fulfil commitments, and maintain accountability. This reliability builds trust among employees and stakeholders. When leaders are consistent in managing their time, it demonstrates to their teams that they are dependable and can be trusted to lead projects and initiatives to completion.

Productivity Boost the Power of Time Management: Time management is a powerful tool for boosting productivity. As leaders, utilising effective time management techniques allows us to overcome procrastination, set clear goals, and focus our energy on urgent and important tasks. By organising and prioritising our workload, we can increase our productivity levels, enabling us to complete tasks more efficiently and save valuable time. (Stefanic, 2024)

The contribution of reasoning skill to good leadership

Reasoning skill often involves considering multiple perspectives and synthesising information from various sources. Individuals with solid reasoning skills demonstrate strong critical thinking abilities. They can analyse information objectively, evaluate arguments, and identify logical inconsistencies. Reasoning contributes to leadership in the following ways:

Analysing complex issues

It allows leaders to navigate complex problems and make more informed decisions (Moody, 2024). Without reasoning, leaders may rely on assumptions or gut feelings, leading to poor outcomes. By thinking critically, leaders can assess situations objectively, consider various perspectives, and develop well-reasoned strategies. Mastery of logical principles allows leaders to dissect intricate problems, evaluate various factors, and arrive at informed conclusions. This analytical capability is essential for navigating challenges effectively.

Empowering Others

Reasoning contributes to good leadership by empowering others, as it fosters trust, increases enthusiasm, and encourages modernisation, which can increase employee engagement and lead to improved performance, benefiting the entire organization. According to Boris (2021), the best leaders make the purposeful choice to empower everyone they lead. Empowering leaders builds trust, exchanges feedback, and supports employee development. When leaders empower their team members by entrusting them with power to make decisions, it not only boosts their buoyancy but also creates a background of emotional wellbeing where persons feel protected to take risks.

Innovative Solutions

Reasoning skills allow leaders to recognise methods and make rational connections, leading to resourceful remedies for difficult situations. Ranjan (2024) says leaders should believe in fostering an innovative culture and be involved in creating an environment that supports autonomy, collaboration, and continuous learning. By promoting a culture of innovation, leaders can inspire their team members to think outside the box and come up with groundbreaking ideas. Innovation can make work easier, faster, or more efficient, so the potential benefits to organisations are limitless.

The contribution of intuition skill to good leadership

Intuition is an essential leadership skill that involves using non-analytical insights and rapid judgements to make decisions, especially in uncertain or high-stakes situations. Although intuition is often perceived as a "gut feeling," it is grounded in experience, knowledge, and pattern recognition. The following are the contributions of intuition skill to good leadership:

Adaptability in Uncertain Environments

Intuition allows leaders to navigate uncertainty by enabling them to sense opportunities and challenges before they become evident through traditional data analysis. According to Sadler-Smith and Akstinaite (2020), intuitive thinking complements analytical skills, helping leaders to balance data-driven approaches with instinctive insights. This adaptability makes leaders more responsive to changes in their industries, enabling them to pivot strategies effectively and stay competitive.

Fostering creativity and innovation

Intuition fosters creativity and innovation, which are critical to organisational growth and competitiveness. Intuitive leaders are more likely to think outside the box and explore unconventional ideas, enhancing their ability to generate innovative solutions (Khatri & Ng, 2018). By embracing intuitive insights, leaders can encourage their teams to approach problems creatively and collaboratively, fostering an innovative culture within the organisation.

Risk Management and Strategic Foresight

Intuitive skills aid leaders in assessing risks more holistically, allowing them to make calculated judgements that go beyond numerical data alone. Intuition helps leaders recognise patterns and potential issues that might not be immediately evident, thus enhancing their ability to mitigate risks effectively. As pointed out by Hodgkinson and Healey (2019), intuition allows leaders to draw from their experiences to foresee potential pitfalls and guide their organisations in risk-sensitive situations.

Building trust and confidence

Leaders who display strong intuition often build trust and confidence within their teams. This skill helps leaders exhibit decisiveness, which can instill a sense of security and direction among employees. Employees are more likely to trust a leader who can confidently rely on their instincts, especially in uncertain times. Moreover, intuitive decision-making often aligns with an empathetic approach to leadership, which enhances relational dynamics and fosters loyalty.

The contribution of creativity skill to good leadership

Applying creativity to your leadership strategy can help a person introduce new ideas that align with the best practices in their industry. In addition, a creative mindset helps prepare a leader for future changes in their industry. Here are the contributions of creativity skills to good leadership:

Promotes problem solving: When working on a project, your team may encounter some challenges and obstacles. Leading them with a creative mindset can help you resolve the issue more efficiently.

Encourages a positive work environment: Adopting a creative mindset can encourage team members to share their perspectives and bond with other employees. In addition, being a creative leader helps create an accepting and constructive work culture.

Navigate change: Applying creativity in your leadership strategy can help you introduce new ideas that align with the best practices in your industry. A creative mindset helps prepare you for future changes in your industry.

Generates financial growth: Creativity can help improve your ability to develop new business practices and find unique earning opportunities. This can help you improve the overall revenue of the company.

Promote Diverse Skill Sets: Recognise and value the diverse skills that creative professionals bring to the table. Encourage cross-functional teams that include designers and architects in leadership roles.

Conclusion

Decision-making is undeniably a core component of good leadership, influencing everything from team morale to organisational success. Effective leaders demonstrate a balance of analytical rigour, intuitive judgement, and ethical integrity in their decisions, which builds trust and guides their teams through complex challenges. Decision-making skills empower leaders to respond confidently to change, foster a positive work environment, and drive strategic progress. As such, cultivating strong decision-making abilities is essential for leaders aiming to achieve sustainable growth and inspire lasting commitment within their organizations. Ultimately, decision-making is what transforms leadership from mere oversight into impactful guidance.

Recommendations

1. Leaders should engage in continuous learning and training on decision-making techniques, such as risk assessment, scenario analysis, and strategic thinking. Regular workshops, online courses, and simulations can help leaders enhance their judgement, making them more prepared for high-stakes situations.
2. Leaders should develop and maintain a collaborative decision-making environment. By seeking input from diverse team members and encouraging open discussions, leaders can gain multiple perspectives, which can lead to more well-rounded decisions. This approach not only fosters inclusivity but also builds team trust and ownership of outcomes.
3. Organisations should emphasise mentorship and coaching for developing leaders. Learning from seasoned mentors provides valuable insights into complex decision-making scenarios, enhancing a leader's confidence and capability.

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