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COURSE BROCHURE

# Leadership Styles and Group Decision Dynamics Training Course

3 – 7 May 2027
Amsterdam

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**Ref:** 1316_49385 **Date:** 3 – 7 May 2027 **Location:** Amsterdam **Fees:** 5600 GBP

Leadership Styles and Group Decision Dynamics is a 1-week training course for managers and team leaders who must choose how to lead and how to decide as circumstances shift, and who leave with a Style and Decision Mode Guide matching their style and decision approach to the situations their team faces. Faster change and more diverse teams punish leaders who rely on one habitual approach. Jupiter Prime Training delivers this course on Leadership Styles and Group Decision Dynamics.

## Why Leadership Styles and Group Decision Dynamics Matter Now

Teams now mix generations, specialisms and working locations, and they expect a voice in decisions that affect them, while senior leaders still demand speed and accountability. A manager who always directs loses engagement; one who always consults stalls urgent work. Groups left unmanaged drift into conformity or conflict, producing poor decisions that nobody owns. Organisations whose leaders read the situation and pick the right style and decision mode move faster with fewer reversals and stronger buy-in. The course draws on the Vroom-Yetton-Jago normative decision model, situational leadership theory, Goleman's six emotional leadership styles and Janis's research on groupthink.

## Who Gains Most from Leadership Styles and Group Decision Dynamics

- Managers who chair recurring meetings where options are debated and chosen
- Team leaders whose members range from new starters to seasoned experts
- Heads of section who must balance speed with acceptance of difficult choices
- Project managers who lead temporary groups with no shared history
- Leaders taking over an existing team with established habits

Management teams that make joint decisions gain most when several members attend together and agree when each will decide alone, consult or seek consensus.

## Leadership Styles and Group Decision Dynamics Capabilities

Participants test their styles in simulations and meeting exercises drawn from engineering firms and healthcare providers.

- Assess personal default leadership styles and their effect on team climate — for the leader's own development
- Apply the Vroom-Yetton-Jago model to choose between autocratic, consultative and group decisions — for teams affected by the choice
- Weigh follower competence and commitment before adapting style — for individuals at different stages of readiness
- Specify meeting structures that prevent groupthink and dominant voices — for committees deciding on major options
- Design facilitation sequences using nominal group technique and structured debate — for groups needing broad input quickly
- Communicate the chosen decision mode in advance so expectations are clear — for team members and stakeholders

## Key Leadership Styles and Group Decision Dynamics Terms

- Leadership style — a consistent pattern of behaviour a leader uses to direct, motivate and involve others.
- Situational leadership — adjusting the balance of direction and support to the competence and commitment of each follower.
- Decision mode — the way a choice is made, ranging from leader decides alone to full group consensus.
- Groupthink — a pattern where the desire for harmony leads a group to suppress dissent and accept weak options.
- Nominal group technique — a structured method where members generate ideas individually before sharing and ranking them together.
- Psychological contract — the unwritten expectations team members hold about how they will be led and involved.

## Leadership Styles and Group Decision Dynamics Day by Day

### Day 1: Styles, Situations and Self-Awareness

- Goleman's Six Leadership Styles — Matching Approach to Team Climate
- Leadership Style Self-Profile — Identifying Default and Underused Styles
- Task and Relationship Orientation — Balancing Output Focus With Engagement
- Team Context Scan — Reading Urgency, Expertise and Stakes
- Psychological Contract Mapping — Surfacing Unspoken Expectations of the Leader

### Day 2: Adapting Style to People

- Situational Leadership Model — Diagnosing Competence and Commitment Levels
- Directing, Coaching, Supporting and Delegating — Switching Style Deliberately
- Style Flex Under Pressure — Avoiding Default Reactions in Crises
- Leading Experts and Novices Together — Tailoring Involvement Within One Team
- Cross-Cultural Style Expectations — Adjusting for Power Distance and Directness

## Day 3: Group Dynamics and Behaviour

- Stages of Group Development — Anticipating Friction and Cohesion Shifts
- Groupthink Warning Signs — Spotting Premature Agreement and Self-Censorship
- Dominant and Silent Members — Rebalancing Participation in Discussions
- Informal Influence Networks — Mapping Who Really Shapes Opinion
- Conflict as Information — Using Disagreement to Improve Options

## Day 4: Choosing and Running Decision Modes

- Vroom-Yetton-Jago Decision Model — Selecting Autocratic, Consultative or Group Modes
- Decision Rights Declaration — Telling the Team How a Choice Will Be Made
- Nominal Group Technique — Gathering Independent Ideas Before Discussion
- Devil's Advocate and Structured Debate — Testing the Favoured Option
- Consensus and Commitment Checks — Confirming Ownership After the Decision

## Day 5: Practising the Style and Decision Mode Guide

- Team Meeting Simulation — Applying Decision Mode Selection to a Live Issue
- Style Switching Role-Play — Leading Two Members at Different Readiness Levels
- Groupthink Intervention Exercise — Breaking Premature Consensus in a Panel
- Peer Observation Feedback — Reviewing Style Choices Against the Self-Profile
- Style and Decision Mode Guide — Matching Approaches to Recurring Team Situations

## Applying Leadership Styles and Group Decision Dynamics After the Course

- Announce the decision mode before the next significant team choice and review afterwards whether it fitted the situation.
- Use nominal group technique in one meeting within a month and compare participation with previous discussions.

## Leadership Styles and Group Decision Dynamics Questions FAQ

### What are leadership styles and group decision dynamics, and why do they matter now?

They describe how a leader chooses a style of direction and support, and how groups behave when making choices. They matter now because diverse, fast-moving teams need leaders who adapt rather than repeat one habitual approach.

### Which roles gain most from leadership styles and group decision dynamics training?

Managers and team leaders who run decision meetings, lead mixed-experience teams or inherit established groups gain most. Anyone whose team decisions are slow, contested or quietly ignored will find practical methods to improve them.

## How does leadership styles and group decision dynamics training differ from a facilitation skills course?

It centres on the leader's own choices of style and decision mode, not on neutral process facilitation. A facilitation course trains someone to guide a group impartially, whereas this course trains the accountable leader who also holds a view.

## What do you bring back from leadership styles and group decision dynamics training?

You bring back a personal guide matching leadership styles and decision modes to your team's recurring situations, a style self-profile and a set of meeting techniques for countering groupthink.

## Leadership Styles and Group Decision Dynamics: The Way Forward

The Style and Decision Mode Guide matches a leader's approach and decision method to the situations a team meets most often. Its first use is choosing how the next significant decision will be made, and both the leader and team members refer to it when expectations about involvement differ. After a quarter, the guide deserves a fresh look as the team's experience grows.