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COURSE BROCHURE

# Decision Reversibility and Commitment Timing Training Course for Managers

17 – 21 May 2027
Milan

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Registered in the United Kingdom and Saudi Arabia

# Decision Reversibility and Commitment Timing Training Course for Managers

**Ref:** 2545_96740 **Date:** 17 – 21 May 2027 **Location:** Milan **Fees:** 6200 GBP

Decision Reversibility and Commitment Timing is a 1-week training course for managers and heads of function who must choose when to act and when to keep options open, and who leave with a Commit-Point Decision Brief for one live choice. Volatile markets, faster product cycles and closer board scrutiny reward leaders who separate easily undone moves from one-way bets. Jupiter Prime Training presents Decision Reversibility and Commitment Timing as a practical leadership discipline.

## Why Decision Reversibility and Commitment Timing Matters Now

Three forces shape how leaders time their choices today. Shorter planning horizons mean information keeps arriving after a decision is due. An organisation that sorts reversible from irreversible choices moves faster on the first and slows down wisely on the second; one that treats every decision alike either stalls or locks in costly errors. The course rests on scenario thinking, decision trees and structured bias checks, described in plain terms.

## Who Gains Most from Decision Reversibility and Commitment Timing

- Leaders who approve investments, hires or supplier contracts that are hard to unwind once signed
- Function heads who set priorities across competing requests with partial evidence
- Managers who launch pilots or process changes and decide when to scale or stop
- Leaders who brief senior sponsors on choices made before all facts are known
- Managers who own risk acceptance for operational or service changes in their area

Leadership teams that share decision rights gain most when several members attend together.

## Decision Reversibility and Commitment Timing Capabilities

Participants sort choices by how costly they are to undo, then match pace, evidence and sign-off to that cost.

- Classify pending choices as two-way or one-way doors using reversal cost and lock-in signals — portfolio sequencing
- Build simple decision trees with probabilities and payoffs — investment and resourcing approvals
- Design scenario sets that stress a preferred option against plausible futures — senior sponsors
- Apply bias checks such as pre-mortems and reference classes before a commitment — risk owners
- Set commit points, tripwires and review dates for staged choices — delivery teams
- Communicate a choice made with incomplete information, stating confidence and triggers — staff and stakeholders

## Key Decision Reversibility and Commitment Timing Terms

- Reversible decision — a choice that can be undone quickly and cheaply, so speed matters more than extra analysis.
- Irreversible decision — a choice whose effects cannot be undone without heavy cost, so it deserves deeper evidence and wider sign-off.
- Commit point — the moment after which reversing a choice becomes markedly more expensive or disruptive.
- Tripwire — a pre-agreed signal that, when reached, forces a decision to be revisited, paused or stopped.
- Option value — the worth of keeping a choice open until more information arrives, weighed against the cost of waiting.
- Pre-mortem — an exercise that imagines a decision has failed and works back to the most likely causes.

## Decision Reversibility and Commitment Timing Day by Day

### Day 1: The Shape of Uncertain Choices

- Risk Versus Uncertainty Versus Ambiguity — Which Analysis Suits Each Choice
- Two-Way and One-Way Door Sorting — Speed Versus Scrutiny
- Reversal Cost Estimation — How Expensive Undoing Would Be
- Lock-In Signals in Contracts and Systems — Hidden Commitment Points
- Personal Decision Inventory — Which Current Choices Need Rethinking

### Day 2: Mapping Futures and Options

- Scenario Axes From Key Uncertainties — Range of Plausible Futures
- Option Stress Testing Across Scenarios — Robust Versus Fragile Choices
- Decision Trees With Probabilities and Payoffs — Expected Value of Paths
- Value of Waiting for Information — Act Now or Gather Evidence
- Staged Commitment Design — Smaller Bets Before Large Ones

### Day 3: Checking the Judgement Behind a Call

- Overconfidence and Anchoring Checks — Calibrating Estimates Before Approval
- Sunk Cost and Escalation Traps — When to Stop a Failing Course
- Pre-Mortem Sessions — Exposing Failure Paths Before Commitment
- Reference Class Forecasting — Outside View on Timelines and Budgets
- Dissent Rounds and Red Teams — Surfacing Challenge Within Teams

### Day 4: Timing, Tripwires and Voice

- Commit Point Setting — Deadlines Driven by Reversal Cost
- Tripwires and Kill Criteria — Pre-Agreed Triggers for Review
- Decision Rights by Reversibility — Who Signs Off Which Choices
- Confidence Statements for Incomplete Information — Honest Briefings to Sponsors
- Change Narratives for Reversed Decisions — Keeping Team Trust Intact

## Day 5: Practising the Commit-Point Decision Brief

- Live Choice Classification Clinic — Applying Door Sorting to Real Cases
- Scenario and Tree Rehearsal — Testing a Chosen Option Under Pressure
- Bias Check Peer Review — Challenging Each Other's Reasoning
- Sponsor Briefing Simulation — Presenting a Choice With Open Questions
- Commit-Point Decision Brief Completion — Final Recommendation and Tripwires

## Applying Decision Reversibility and Commitment Timing After the Course

- Run a door-sorting session with direct reports on pending choices, agreeing commit points for one-way decisions.
- Lead a pre-mortem before the next major approval in the function and record the tripwires it produces.

## Decision Reversibility and Commitment Timing Questions FAQ

### What is Decision Reversibility and Commitment Timing and why does it matter now?

It is the practice of judging how costly a choice is to undo and timing commitment to match. It matters now because information keeps arriving late, and leaders who move fast on reversible choices while slowing down on one-way bets avoid both paralysis and costly lock-in.

### Which roles gain most from Decision Reversibility and Commitment Timing?

Managers and heads of function who approve investments, contracts, pilots and resourcing gain most. It also suits anyone deciding when to scale, pause or stop an initiative.

### How does Decision Reversibility and Commitment Timing differ from crisis decision-making training?

It focuses on routine strategic and operational choices rather than emergencies. Crisis courses cover command and incident response; this course covers reversal cost, commit points, tripwires and bias checks.

### What do you bring back from Decision Reversibility and Commitment Timing?

You bring back a finished brief for one live choice from your own role. It records reversibility, scenarios tested, bias checks, the commit point and review tripwires.

## Decision Reversibility and Commitment Timing: The Way Forward

The Commit-Point Decision Brief turns one pending choice into a reasoned recommendation with a clear commit point and tripwires. Its first use is usually the next approval a sponsor must sign, and the function head who owns that approval keeps it. After that first decision lands, revisit how accurate the reversal cost estimate proved and adjust the team's sorting habits.