



Built on the breakthrough research of Dr. Ralph Keeney, a global leader in decision science, with insights from Drs. Nina Mazar (behavioral economics), Erika Hall (diversity), and Marc Brackett (emotional intelligence), Oji Decide is a groundbreaking decision-making training program that utilizes decades of research to help your team make better, more confident choices that lead to better outcomes.

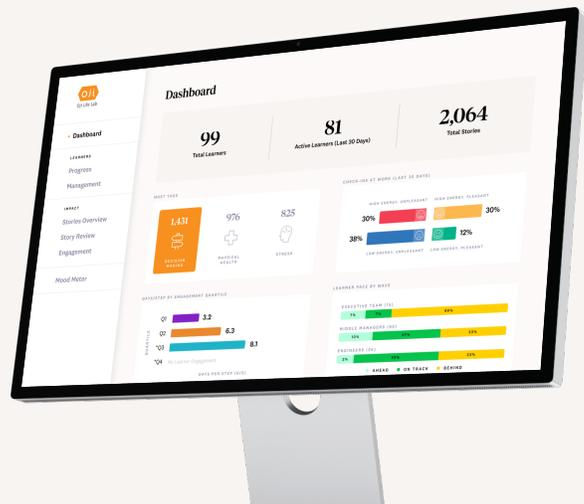
These skills are built over time, through a unique combination of self-paced micro learning segments and live, coach-led sessions. Learners complete the multi-modal learning steps on their phones, experiencing a wide variety of learning activities, while live, video-based learning steps, bring the experience to life.

01

Organization Benefits

- Oji Decide is effective for everyone, regardless of role, experience, or location
- Oji Decide is a comprehensive and affordable solution that can be deployed in minutes. Our included 'concierge service' makes it easy to support and manage
- Our Proof of Impact system provides data-backed learning validation to show real ROI

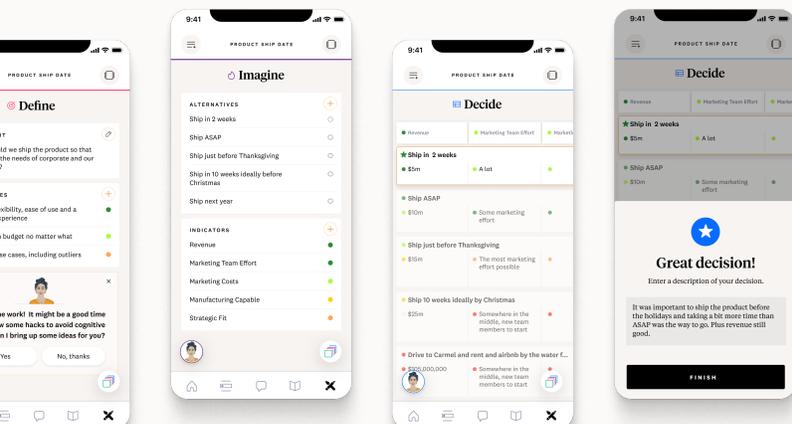
PROGRAM BENEFITS



02

Learner Benefits

- Anytime, anywhere learning from the Oji Life Lab app
- Brief, bite-sized steps are easy to fit in during the day – on breaks, during lunch, or while commuting
- Highly interactive program, making the learning engaging and fast-paced
- Experience lasting behavioral benefits over time from the carefully crafted learning sequence, in contrast to workshops that cram information that learners can't retain
- Live video coaching sessions offer opportunities to ask questions, apply learning in real-world situations, and interact with peers



WHAT'S INCLUDED

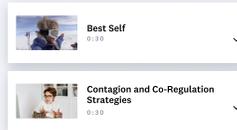
24/7 access to the Oji Decide program



Live video coaching sessions



Engaging “wrap around” webinars led by Oji Coaches at kick-off, midpoint, and wrap-up (for larger groups)

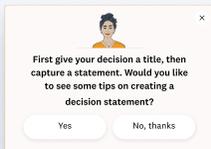


Access to coaches via Coach Chat

I'm anxious about an upcoming customer meeting

Which regulation technique can you apply to help?

Built-in Decision Tool mini-app included for use anytime



Resource library available during the learning experience and after



Digital badges for participants that complete the program



Oji Life Lab “Concierge Service”, includes:

- Pre-Planning Session to define project objectives and success criteria
- Comprehensive online metrics dashboard
- Comprehensive Proof of Impact written report provided at end of project
- Live group call to review Proof of Impact report with stakeholders

PRICING

\$ 349 per person

One-time fee





PROGRAM DETAILS

Oji Decide Learning Outline

Key (Skill Area Covered)

- Cognitive Bias
- Emotions
- DID IT: Define
- DID IT: Imagine
- DID IT: Decide

Level	Level Title	Target Complete Time	Step #	Step Title	Skill Area Covered					Minutes/ Step
					●	●	●	●	●	
1	Intro to Decision-Making	20 days	1	Welcome to Oji Decide!						15
			2	Decision-Making 101						14
			3	DID IT: Your Decision-Making Model			●	●	●	15
			4	Better Decisions with the Decision Tool						13
			5	LL1: The Psychology of Decision-Making	●					30
			6	Defining Your Decisions			●			15
			7	Write Your Own Decision Statement			●			12
			8	The Roles of Values and Objectives			●			15
			9	Perspectives Podcast: Jazz Musician, Richard Johnson						15
			10	Cognitive Bias in Decision-Making (Overconfidence)	●					15
			11	Imagine the Possibilities				●		10
			12	Working with Indicators				●		14
			13	Getting Ready to Decide					●	13
			14	Deciding to Act					●	15
			15	LL2: Integrating DID IT						30
				Total						4 hrs 1 min
2	Biases, Emotions and DID IT	15 days Running Total: 25 days	16	Welcome to Level 2						11
			17	The Role of Emotions		●				14
			18	Define: Decision Statements			●			12
			19	Define: Writing Objectives			●			15
			20	Emotion Regulation & Debiasing Strategies		●				15
			21	LL3: Biases, Emotions & Decisions	●					30
			22	Imagine: Alternatives and Indicators				●		15
			23	Perspectives Podcast: Basketball Referee, Shelley Russi						15
			24	Anchoring Bias	●					15
			25	Decide: Comparing Alternatives					●	11





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Level	Level Title	Target Complete Time	Step #	Step Title	Skill Area Covered	Minutes/Step
2	Biases, Emotions and DID IT (continued)	15 days Running Total: 25 days	26	Approaches to Evaluating Alternatives		15
			27	Uncertainty		13
			28	Deciding		15
			Total			
3	Decision Opportunities	14 days Running Total: 40 days	29	Welcome to Level 3!		11
			30	A Practice for Life		13
			31	The Sunk Cost Fallacy	●	12
			32	Decision Opportunities		13
			33	Perspectives Podcast: Retired DEA Agent, John Austin		15
			34	When You're Not the Decision-Maker		15
			35	Influencing Decisions with Values		15
			36	Preparing for DID IT Bootcamp		15
			37	DID IT Bootcamp: Define		14
			38	DID IT Bootcamp: Imagine		15
			39	DID IT Bootcamp: Decide		14
			40	1:1 Coaching - Your Decision Skills Action Plan		15
			Total			
4	Team Decision-Making	20 days Running Total: 60 days	41	Welcome to Level 4!		9
			42	Who Really Makes the Decisions?		15
			43	Confirmation Bias	●	15
			44	Defining Decisions in Organizations		14
			45	From Values to Objectives		12
			46	Organizational Objectives		12
			47	Perspectives Podcast: Hollywood Producer, Brad Fuller		15
			48	Diverse Voices = Better Decisions		15





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Level	Level Title	Target Complete Time	Step #	Step Title	Skill Area Covered	Minutes/Step
4	Team Decision-Making (continued)	20 days Running Total: 60 days	49	LL 4: Confirmation Bias and Team Decision-Making	●	30
			50	Generating Team Alternatives	●	14
			51	Indicators	●	11
			52	Hiring: A Decision-Making Use Case	●	15
			53	Deciding as a Team	●	13
			54	The Journey		15
			55	1:1 Coaching - Celebrating the Journey		15
			56	You DID IT!		5
Total						3 hrs 45 min
Total Learning Time						13 hrs 51 min

