

Own Your Decisions

#ownyourdecision

#ownyourimpact

#ownyoursuccess





OHS Red Flag

2026 KPI

Leadership & Culture Programme



The average adult is takes
35,000 decisions a day!

- Decision Fatigue is real
- Intuitive Decisions are vast
- Difficult Decisions are real
- Group Decisions are hard

**EQUIPPED &
INTENTIONAL**

Make better decisions
together, more easily.

New Behaviour
*Let go of the old.
Embrace the new.*

Align first on
outcome to
decide faster

Inclusive,
robust decisions

Contract on
freedom in a
frame to decide

WHAT QUESTIONS

New Tool
Never to old

MAGIC QUESTION:
What does success look like?
WHAT QUESTIONS

Fist to 5



Test, challenge to make safer, inclusive
discussions and decisions.

Empower 5 and Decision Grids

1. What does success look like?
2. How do we set you up for success?
3. What's the context you need to know?
4. What's the benefit of doing this?
5. How will we measure success?

Kick off projects, tasks, new roles create
alignment, transparency, autonomy and efficiency

Decision Grid

It's about decisions, and not about tasks, roles or processes.
Be aware that you may have to revise and create some of the processes required to make decisions.
You may need to explicit in the process that will involve others to consult or inform. (to be noted at the bottom of the page)

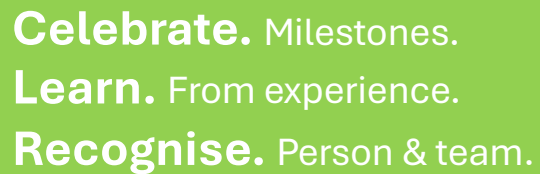
1/ What I decide alone (I have the last word)	2/ What I decide with Peers (Specify function / name)
3/ Decisions to be made by or escalated to N+1 / Leadership Team	4/ Decisions I empower to my team / others

Success required to support decisions to be made : 3) _____ 4) _____

Pepsi Lipton

New Routines & Rituals.
Healthy Habits
“Be the change you want to see”

Start of any discussion,
align on collective success



Own Your Decisions

#ownyourdecision

#ownyourimpact

#ownyoursuccess



Pepsi
Lipton

