



The Decision Maker

Dennis Bakke

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Who makes the important decisions in your organization? Strategy, product development, budgeting, compensation—such key decisions typically are made by company leaders. That's what bosses are for, right? But maybe the boss isn't the best person to make the call.

That's the conclusion Dennis Bakke came to, and he used it to build AES into a Fortune 200 global power company with 27,000 people in 27 countries. He used it again to create Imagine Schools, the largest non-profit charter-school network in the U.S.

As a student at Harvard Business School, Bakke made hundreds of decisions using the case-study method. He realized two things: decision-making is the best way to develop people; and that shouldn't stop at business school. So Bakke spread decision-making throughout his organizations, fully engaging people at all levels. Today, Bakke has given thousands of people the freedom and responsibility to make decisions that matter.

In *The Decision Maker*, a leadership fable loosely based on Bakke's experience, the *New York Times* bestselling author shows us how giving decisions to the people closest to the action can transform any organization.

The idea is simple.

The results are powerful.

When leaders put real control into the hands of their people, they tap incalculable potential. *The Decision Maker*, destined to be a business classic, holds the key to unlocking the potential of every person in your organization.

The Decision Maker Details

Date : Published March 12th 2013 by Pear Press (first published January 1st 2013)

ISBN : 9780983263333

Author : Dennis Bakke

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Genre : Business, Management, Leadership, Nonfiction

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From Reader Review The Decision Maker for online ebook

Michael T Higgins says

Easy read, great practical advice

The author walks you through a fictional account of the process of applying the decision maker principles in a way that is accessible. I can see myself applying these principles at work and know there will be challenges with doing so. But I feel equipped to deal with them given the way these problems were dealt with in this story.

Da_sh says

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Bill L Stanley says

Ownership

QLeadership has responsibility to coworkers, and affected areas, provide support that allows the unique talents to contribute to the organization success/process.

Michael Arnold says

GRT ideas on how to run a company! Good audiobook, it's a story like a Ken Blanchard style book.

BS RAO says

Great book about decision making process

you first believe people are creative, they can take best decisions. Then only the process works. It releases a great potential in human beings.

Matt Thackston says

A lot of the advice about distributing decisions in an organization is really great, but the writing isn't. This reads like a trashy romance novel without the romance. The plot is simplistic, incredibly predictable and it avoids most of the likely problems you'd face in an organization while trying to adopt this philosophy. It's also written at roughly a 6th grade level. I think a non-fiction approach would have served the material better.

Denis Vasilev says

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Alexey Alexeev says

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Dan says

The Decision Maker

By Dennis Bakke

Utilized Accelerated Reading Technique as taught by Tai Lopez

Review

The book tells a fable/parable about a fictional business that implements the author's principle to place the decision-making power in the hands of the employees that are closest to those decisions. The principles are simple and ultimately I believe could have been conveyed without the fictional premise. I did find that the story doesn't do a good enough job of tackling how this may not be a very easy principle to implement, nor how de-centralizing decision making could make a company lose some of its cohesion across departments. Overall, I liked the principle, but would recommend most flip to the end of the book for the executive summary.

Moonie says

This is my third time reading it and easily one of the best books I have read and has profoundly changed the way I think about Leadership.

Ron Quartel says

An interesting idea on how to make decisions within an organization. I'd be willing to experiment with this and would love to hear from other organizations that are doing this. Will be doing some more research into it.

Shu says

In a company, we always claim that we are working as a team. However, what is that really mean? Is that mean blindly following order from the superiors or wait for the orders from the superiors? Although the superiors have greater authority compare to the others, do they always make the right decision or do they always make the decision on time? Dennis illustrates a story that the expert should be the one that take charge of the problem, regardless of the title of the position. Human are not robot. We have our thoughts and want to do something that interested us instead blindly working like a robot.

Talha Rahman says

Simple book. Could have been shorter.

I liked the concept of allowing others to decide the issues that relate to their area of expertise and to allow involved decision making. It's a difficult thing to do in real life. It got me thinking as to how I could apply this outside of business setting narrated in the book. For instance, could it be applied in our personal lives ? It's a good starting point. A fresh perspective for anyone who has to take a lot of decisions.

Elizabeth says

I thought this book offered great insights on how to put the best practices in place.

Gurpreet says

Good read

Offers a different perspective more about what be done to improve the existing state ags ideology of the organization. Worth reading
