BLACKBIRD FOR TRAINING

Strategic Decision-Making, Risk Foresight & AI-Enabled Leadership

3 – 7 May 2027
Cape Town (South Africa)



Strategic Decision-Making, Risk Foresight & AI-Enabled Leadership

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Introduction

In today's complex and rapidly changing business environment, leaders and managers are required to make sound decisions despite uncertainty, incomplete information, competing priorities, and rapidly evolving risks. Effective decision-making therefore requires more than analytical ability; it requires critical thinking, awareness of cognitive biases, the ability to anticipate emerging risks, confidence in uncertain situations, and the capacity to turn opportunities into practical business initiatives.

This course — **Strategic Decision-Making, Risk Foresight & AI-Enabled Leadership** — develops a comprehensive approach to modern managerial decision-making. Participants will strengthen their critical thinking, reduce decision-making biases, anticipate risks and future scenarios, make timely decisions under uncertainty, and encourage intrapreneurship within their departments. The course also introduces Artificial Intelligence AI as a practical decision-support capability, enabling leaders to use AI-generated insights to challenge assumptions, evaluate alternatives, identify risks, and improve the quality of strategic decisions.

Course Objectives

By the end of this course, participants will be able to:



- Strengthen critical thinking skills for complex business and managerial decisions.
- Recognize and reduce cognitive biases that can negatively influence judgment.
- Apply structured techniques to evaluate information, assumptions, alternatives, and evidence.
- Develop risk foresight capabilities to identify emerging threats and opportunities before they become critical.
- Use scenario thinking and forward-looking analysis to prepare for uncertain business conditions.
- Improve decisiveness when information is incomplete, ambiguous, or rapidly changing.
- Balance analytical evaluation with managerial judgment when making high-impact decisions.
- Foster intrapreneurship within departments by identifying opportunities for innovation and improvement.
- Turn departmental challenges into practical business initiatives and value-creating opportunities.
- Understand how AI can support managerial and strategic decision-making.
- Use AI to challenge assumptions, explore alternatives, identify patterns, and support risk analysis.
- Evaluate AI-generated recommendations critically rather than relying on them blindly.
- Integrate critical thinking, risk foresight, intrapreneurship, and AI-supported analysis into a practical decision-making framework.

Course Outlines

Day 1 - Critical Thinking, Cognitive Bias & Better Judgment

- The role of critical thinking in modern managerial decision-making.
- Distinguishing facts, assumptions, opinions, interpretations, and conclusions.
- Identifying cognitive biases that affect business judgment.
- Recognizing confirmation bias, availability bias, anchoring, overconfidence, and groupthink.
- Challenging assumptions before making strategic decisions.
- Techniques for questioning information and evaluating evidence.
- Separating emotional reactions from rational decision-making.
- Developing a structured approach to analyzing complex business problems.
- Practical exercises in identifying and reducing decision-making biases.

Day 2 - Risk Foresight & Anticipating Future Challenges



- Understanding risk foresight and its role in strategic management.
- Moving from reactive risk management to proactive risk anticipation.
- Identifying weak signals, emerging risks, and early warning indicators.
- Mapping potential threats, opportunities, and business vulnerabilities.
- Using trend analysis and horizon scanning to anticipate change.
- Scenario planning for uncertain and rapidly changing environments.
- Assessing the potential impact and likelihood of emerging risks.
- Developing alternative responses to different future scenarios.
- Building organizational readiness through forward-looking decision-making.
- Practical scenario-based risk foresight exercises.

Day 3 - Decisiveness Under Uncertainty

- Understanding why managers struggle with decisions under uncertainty.
- Making high-quality decisions with incomplete or conflicting information.
- Balancing speed, risk, evidence, and managerial judgment.
- Decision-making frameworks for ambiguous and high-pressure situations.
- Evaluating alternatives when outcomes cannot be predicted with certainty.
- Defining decision thresholds and acceptable levels of risk.
- Avoiding analysis paralysis and unnecessary delays.
- Knowing when to commit, adapt, escalate, or reconsider a decision.
- Communicating difficult decisions with clarity and confidence.
- Simulations for strategic decision-making under uncertain conditions.

Day 4 - Departmental Intrapreneurship & Strategic Innovation

- Understanding intrapreneurship and its role within established organizations.
- Developing an entrepreneurial mindset at the departmental level.
- Identifying unmet needs, inefficiencies, and opportunities for improvement.
- Turning departmental problems into innovation opportunities.
- Evaluating and prioritizing new ideas based on business value and feasibility.
- Building business cases for departmental initiatives.
- Managing calculated risk when introducing new ideas.
- Overcoming resistance to change and gaining stakeholder support.
- Encouraging experimentation, learning, and continuous improvement.
- Developing an actionable intrapreneurial initiative for the participant's department.

Day 5 - AI as a Decision-Support Tool



- Understanding the role and limitations of AI in managerial decision-making.
- Using AI to structure complex business problems and decision scenarios.
- Applying AI to challenge assumptions and identify potential blind spots.
- Using AI to generate and compare strategic alternatives.
- AI-supported risk identification and scenario exploration.
- Using AI to analyze large amounts of business information and identify patterns.
- Evaluating AI-generated insights for accuracy, relevance, and potential bias.
- Maintaining human judgment, accountability, and ethical responsibility when using AI.
- Integrating AI into strategic decision-making without becoming overly dependent on it.
- Capstone exercise: applying critical thinking, risk foresight, decisiveness, intrapreneurship, and AI-supported analysis to a realistic business challenge.

Why Attend This Course: Wins & Losses!

Wins

- Make better decisions by challenging assumptions and reducing cognitive biases.
- Anticipate emerging risks instead of responding only after problems occur.
- Make confident and timely decisions despite uncertainty.
- Develop an intrapreneurial mindset that turns departmental challenges into opportunities.
- Use AI as a practical decision-support tool while maintaining human judgment.
- Improve strategic thinking, adaptability, and managerial confidence.
- Apply practical frameworks to real-world business decisions.

Losses

Without these capabilities, organizations may face:

- Decisions influenced by hidden cognitive biases.
- Delayed decisions caused by uncertainty and analysis paralysis.
- Failure to recognize emerging risks and weak signals.
- Missed opportunities for departmental innovation.
- Over-reliance on intuition or incomplete information.
- Ineffective use of AI-generated information and recommendations.

Conclusion



Effective leadership increasingly depends on the ability to think critically, anticipate what may happen next, act decisively despite uncertainty, and continuously identify new opportunities for organizational improvement. At the same time, Artificial Intelligence is becoming an increasingly valuable source of decision-support information, but its value depends on the ability of leaders to question, validate, and apply its insights intelligently.

This course provides participants with an integrated framework for making stronger strategic decisions. By combining **critical thinking and bias reduction, risk foresight, decisiveness under uncertainty, departmental intrapreneurship, and AI-enabled decision support**, participants will be better equipped to navigate complexity, recognize opportunities, manage emerging risks, and create meaningful business value.

Of course — here are **5 practical questions with answers** based directly on the course topics:

1. What is cognitive bias, and how can it affect decision-making?

Answer: Cognitive bias is a systematic pattern of thinking that can influence judgment and lead to inaccurate conclusions. Managers can reduce its impact by challenging assumptions, considering alternative viewpoints, and evaluating decisions using objective evidence.

2. What is risk foresight?

Answer: Risk foresight is the ability to anticipate emerging risks, weak signals, and possible future scenarios before they become major problems. It helps organizations prepare proactive responses rather than reacting after risks occur.

3. How can leaders make effective decisions under uncertainty?

Answer: Leaders can use structured decision-making frameworks, evaluate available evidence, identify acceptable levels of risk, compare possible alternatives, and make timely decisions while remaining prepared to adapt as new information becomes available.

4. How does intrapreneurship support departmental innovation?

Answer: Intrapreneurship encourages employees and managers to identify problems and opportunities within their departments and develop innovative solutions. It helps organizations improve processes, create new value, and encourage a culture of initiative and continuous improvement.

5. How can AI support strategic decision-making?



Answer: AI can help managers analyze information, identify patterns, challenge assumptions, explore scenarios, assess risks, and compare strategic alternatives. However, AI should support—not replace—human judgment, accountability, and critical evaluation.

