
Vroom-Yetton-Jago Decision Model

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HOW BIG BUDGET DO WE NEED TO ALLOCATE?

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About the Model

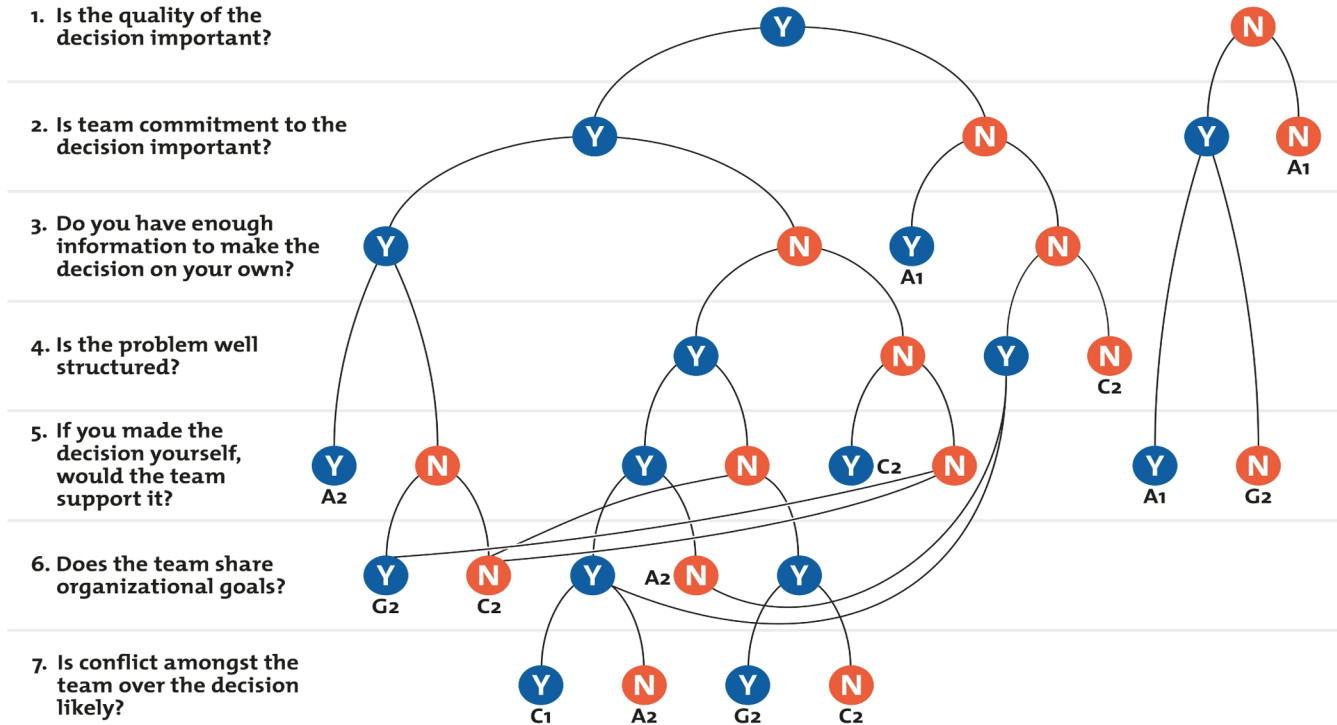


- Developed by Victor Vroom and Phillip Yetton, with some work from Arthur Jago n their 1973 book, "[Leadership and Decision Making.](#)"
- The model considers involving others in the team if the decision is critical, you need their support for the decision once made or if you have the time resource to involve them before taking the decision.
- Depending on the combination of these factors, the degree of involvement from others changes.

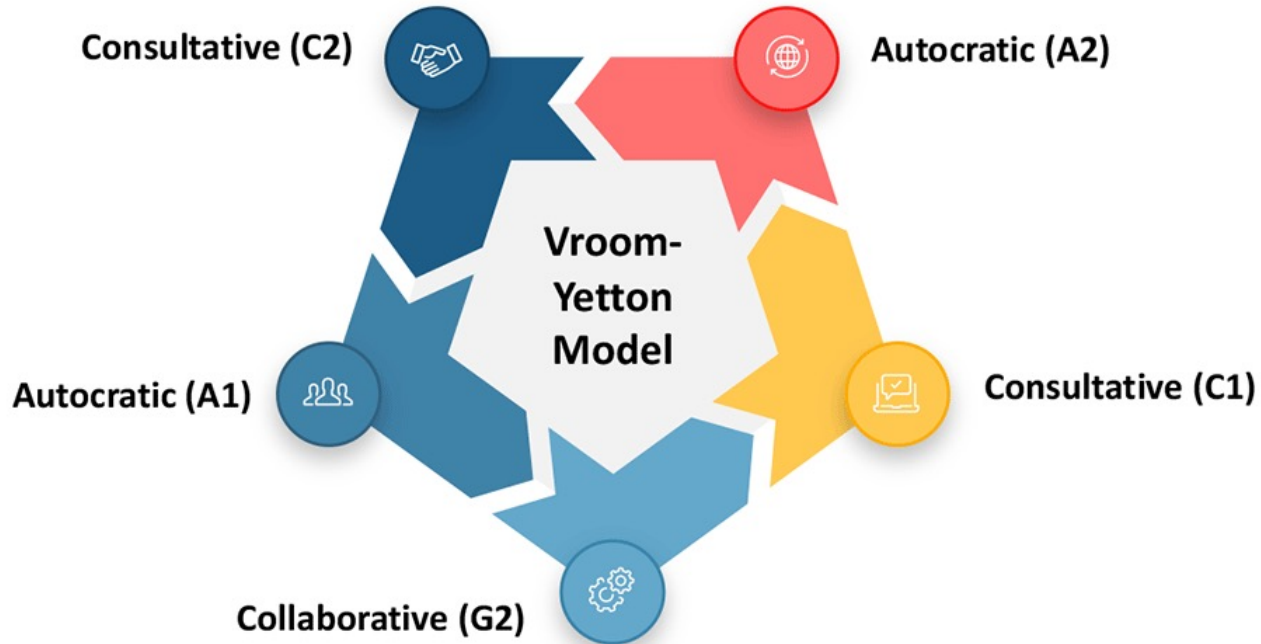
Before you start using the model, you'll need to consider these three factors

- **Decision quality** – a need to use a large number of resources to ensure that the action you take has been well thought through and is of high quality
- **Team commitment** – when a decision will likely impact your team, it's best to use a collaborative process
- **Time constraints** – time sensitive actions

To arrive at an option, you must ask yourself 7 YES/NO questions about the decision:



There are 5 five options of how to manage the decision in terms of involvement:



Description

- **Autocratic (A1):** You use the information that you already have to make the decision, without requiring any further input from your team.
- **Autocratic (A2):** You consult your team to obtain specific information that you need, and then you make the final decision.
- **Consultative (C1):** You inform your team of the situation and ask for members' opinions individually, but you don't bring the group together for a discussion. You make the final decision.
- **Consultative (C2):** You get your team together for a group discussion about the issue and to seek their suggestions, but you still make the final decision by yourself.
- **Collaborative (G2):** You work with your team to reach a group consensus . Your role is mostly facilitative, and you help team members to reach a decision that they all agree on.

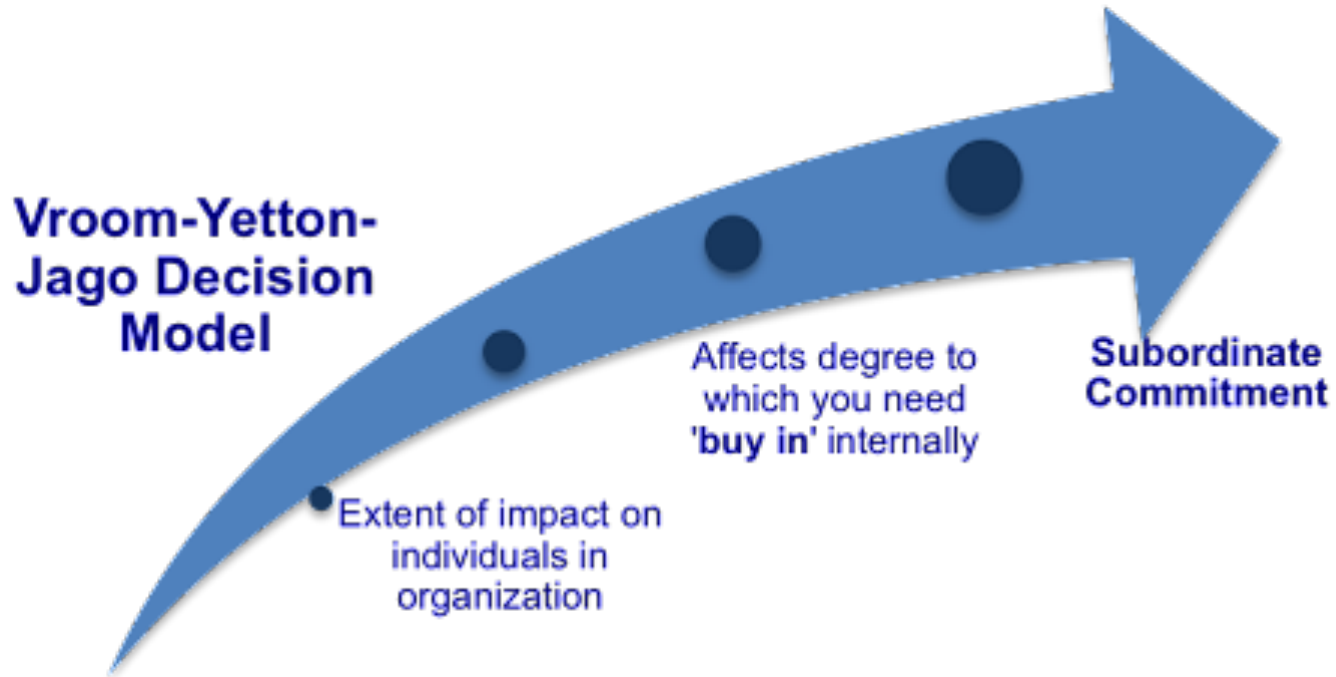
A consultative or collaborative style is most appropriate when:

- You need information from others to solve a problem.
- The problem can't be easily defined. Team members' buy-in to the decision is important.
- You have enough time available to manage a group decision.

An autocratic style is most appropriate when:

- You have greater expertise on the subject than others.
 - You are confident about acting alone.
 - The team will accept your decision.
 - There is little time available.
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Method



Pros

- Allowing to bring consistency and order to a process that might otherwise feel idiosyncratic and instinctive.
- Determining the most effective means of reaching a decision.
- Managers are more effective, and their teams are more productive and satisfied, when they follow the model.
- The simplicity of Vroom-Yetton also means that anyone – from the boardroom to the factory floor – can use it.

**THANK YOU
FOR YOUR
ATTENTION**

