NATIONAL LEADERSHIP CONSORTIUM
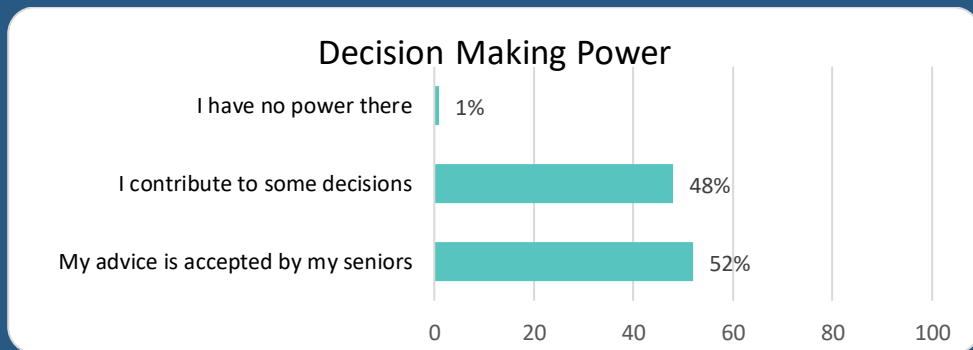## ON DEVELOPMENTAL DISABILITIES

RESEARCH BRIEF

How Much do Leaders Contribute to Decision Making?

When leaders come to the National Leadership Consortium's Leadership Institute training, we are interested in knowing more about their roles at their organizations. We asked participants of recent Leadership Institutes about their decision-making contributions and power at their organizations on our Pre-Leadership Institute Survey that they completed before attending the training. Overall, most of the 124 participants of the Leadership Institute from 2023 and 2024 (21% directors, 14% executive leadership, 48% managers, 7% frontline, and 10% other) feel like they have some decision-making power and their contributions are taken into consideration by their seniors.

Decision Making Power

I have no power there	1%
I contribute to some decisions	48%
My advice is accepted by my seniors	52%

(scale: 0, 20, 40, 60, 80, 100)

By: Cory Gilden,
*Research and Evaluation Manager*

Questions? Comments? Contact Us!

For additional information about the National Leadership Consortium's programs and research, visit www.natleadership.org.

To learn more about upcoming Leadership Institutes or workshops, email Nicole Jones at njones@natleadership.org

Contact Cory Gilden at cgilden@natleadership.org with questions related to our research.

However, there are substantial differences in the degree of power, with only half, 52%, of participants selecting "*My advice is accepted by my seniors*" and a little less than half, 48% selecting "*I contribute to some decisions*." There are similar results with contributions to decisions, with 60% selective "*I am able to influence relevant decisions*," while 38% selected "*I am sometimes consulted on important matters*." So, while about half of respondents feel they have an important and frequent role in decision making, still 38-48% are only involved in decision making some of the time.

Contributions to Decision Making

I cannot make any independent decisions	2%
I am sometimes consulted on important matters	38%
I am able to influence relevant decisions	60%

(scale: 0, 25, 50, 75, 100)
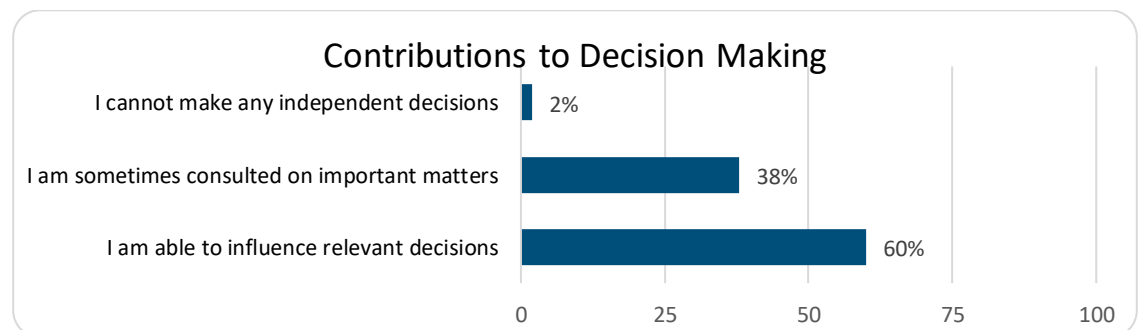
This difference could be due to work or projects being allocated to different roles, but it could also be a sign of lack of confidence, lack of delegation or autonomy, and/or organizational disfunction, all of which are addressed and strengthened at the Leadership Institute.

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