

# MILESTONE

*Providing Stepping Stones  
Along the Path to Success*



**A WOMAN-OWNED  
SMALL BUSINESS**

WHEN INTUITION  
ISN'T ENOUGH

Making a decision often comes down to choosing between two options. Some base their decisions on feelings or experience, while others rely on facts and data. Data-driven decision-making involves taking raw data, analyzing it, and making choices based on data interpretation rather than intuition, personal experience, or assumptions.

So, why isn't intuition enough for making decisions? That's because there are limits to experience-based choices.

### ***Selective Memory***

Selective memory is a psychological phenomenon where a person remembers only certain information while deliberately or unconsciously forgetting other details. It often involves recalling specific facts or events that support their beliefs, while ignoring or downplaying memories that cause pain, hurt, or discomfort.

### ***Overconfidence***

Subjective overconfidence causes people to overestimate the accuracy of their knowledge. It happens when a person makes decisions or project predictions that exceed their ability and experience. Overconfidence usually falls into one of three categories:

- Overestimation – Believing one's performance or knowledge is better than it truly is
- Overreplacement – Assuming one is better than others in a given area
- Overprecision – Expressing unwarranted certainty about the accuracy of one's beliefs or judgments

### ***New Project Complexity***

New project complexity relates to the increasing demands of modern projects, fueled by technological progress, stakeholder diversity, interconnected systems, regulatory requirements, and rapidly evolving market conditions. Unlike traditional complexity, which generally arises from project size or scope, new project complexity includes dynamic, adaptive, and emergent elements that make outcomes more unpredictable.

### ***Cognitive Bias***

Cognitive bias is a mistake in the way people think. It happens when our brains make quick decisions based on feelings, habits, or past experiences rather than careful reasoning. These shortcuts help us make choices fast, but sometimes they cause us to see things the wrong way or make unfair judgments. Although everyone has cognitive biases, there are ways to reduce them.

- Think before making a decision
- Ask for others' opinions
- Look for supportive evidence
- Be aware of your individual emotions and feelings
- Keep an open mind

While our intuition and past experiences shouldn't be overlooked in decision-making, having solid facts and evidence to support them is also crucial. Using useful metrics (validity, reliability, efficiency, and actionable) helps to strengthen our instincts and make better choices more accurately.

## **UPCOMING FREE WEBINAR**

### **DATA-DRIVEN DECISION-MAKING IN PROJECT MANAGEMENT: LEVERAGING DATA FOR SUCCESS**

**FRIDAY, DECEMBER 12**

**10:00 - 11:00 AM CST**

**1 PDU**

**TO REGISTER, GO TO**

**[www.themathisgroup.  
com/webinars](http://www.themathisgroup.com/webinars)**



# TOUGH MINDED LEADERSHIP - 1 DAY

***Course Description:*** This one-day course will teach leaders how to have a soft heart and tough skin. This course will focus on how to stop being a gutless, nice person who gets taken advantage of often. Participants will learn techniques that allow one to confront, hold others accountable, and lead in a tough way while maintaining the personal approach.



virtual  
instructor-led

## **Course Objectives:**

### **Objective 1: Discuss leadership and its impact on the corporate team**

- Evaluate how to make tough decisions
- Discuss reshaping and driving the organization for higher results
- Develop best practices of outstanding leaders
- Analyze how to confront and prevent organizational conflict
- Formulate balanced and fair core competencies
- Identify how to confront the status quo

### **Objective 2: Review the importance of leaders and their relationships with employees**

- Evaluate the importance of leaders communicating direction, vision, and mission
- Analyze how to break down the silo effect of the organization
- Discuss ways to stay positive and upbeat for best results
- Evaluate how to lead by asking questions rather than telling
- Analyze how to develop shared vision
- Discuss the positives and negatives of setting up a culture which allows worker input
- Formulate ways to maintain priorities and keep the main thing the main thing
- Analyze and evaluate the best time to influence others
- List the benefits of staying open minded for new technologies and developments
- Evaluate how and why we must learn from others
- Identify ways to motivate worker productivity



A WOMAN-OWNED SMALL BUSINESS (WOSB)



*Providing quality, customized training and consulting services that inspire, educate, and equip organizations to be better tomorrow than they are today.*

**DR. KEITH MATHIS, PMP, PMI-ACP, CSP-SM, CSP-PO**  
**WANDA MATHIS, M.ED. PMI-ACP**

## **PROJECT MANAGEMENT TRAINING**

**OVER 60 PROJECT MANAGEMENT COURSES REGISTERED WITH PMI**

### **PRESENTATIONS THAT EDUCATE, MOTIVATE, AND INSPIRE**

Since 1993, The Mathis Group has been helping organizations change worker productivity and behavior.

**PROJECT MANAGEMENT  
MARKETING  
MOTIVATION  
ORGANIZATIONAL BEHAVIOR  
LEADERSHIP  
CUSTOMER SERVICE**

### **COMPANY MANDATE**

The Mathis Group provides training and consulting that will impact the organization and individual while maintaining an outstanding reputation for success and integrity.

### **VALUES STATEMENT**

Every person has worth and should be treated with respect.

### **AREAS OF EXPERTISE**

- Curriculum Design
- Project Management
- Organizational Behavior and Development
  - Management
- Agile Project Management
  - Strategic Planning
  - Executive Coaching
  - Performance
  - Team Building
- Emotional Intelligence
  - Leadership
  - Customer Service
  - Supervisory Leadership
  - Hybrid Project Management

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# 2025-2026 WEBINARS

## **NOVEMBER 14 - EMPOWERMENT:**

**Shifting Authority and Responsibility to Project Teams**

## **DECEMBER 12 - DATA-DRIVEN DECISION-MAKING IN PROJECT MANAGEMENT:**

**Leveraging Metrics for Success**

## **JANUARY 30 - REINVENTING THE PMO:**

**Policing Projects to Driving Growth**

We know that it can be hard to schedule continuing education for your team. We offer free monthly webinars that can be watched as an individual or a group. This 1-hour of training can be used to hone skills that your team needs. We include a Webinar + Notes with discussion questions to guide your group to learn from each other. If you can't make it to the live session, a replay link will be sent out.

Register for our webinars today at  
[www.themathisgroup.com/webinars](http://www.themathisgroup.com/webinars)

# 2025-2026 PMP® EXAM PREP BOOT CAMPS

**DECEMBER 8-11**

**FEBRUARY 2-5**

**APRIL 20-23**

Don't fear the PMP® exam certification test any longer! This fast-paced boot camp prepares each participant with all the core competencies to pass the PMP® exam the first time while providing you with 35 contact hours. Using PMI's study material aids students by providing the exact content that will be on the exam.

For more information and to register, go to  
[www.themathisgroup.com/bootcamps](http://www.themathisgroup.com/bootcamps)