

# CULTIVATING CRITICAL THINKING WITHIN ORGANIZATIONS

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## **Abstract**

Today's executive leaders require the ability to change, rethink and prepare for mobility, innovation, flexibility, agility, and change. The importance of critical thinking as a basis for self-empowerment and design thinking are necessary toward growth and innovation in a socially networked global society. Executives need to cultivate critical thinking within their organizations to assure successful decision making occurs leading toward organizational advancement, whether measured in achievements or net profits.

Senior executives who encourage the management team to develop critical thinking skills among employees are essential for expanding and improving the work environment. Critical thinking also forms the basis for design thinking, which is emerging as a management technique. Design thinking provides problem-finding frameworks that enable and drive innovation and strategic leadership, along with radical collaboration among human resources. Top tier universities incorporate instruction to fulfill the needs of innovative organizations that request a higher order of thinking and the importance of building and nurturing radical collaboration among employees (Stanford Graduate School of Business, 2014).

The ever changing world requires executives and managers to adapt and develop abilities and competencies to continuously practice critical thinking to prepare for such changes. Critical thinking allows managers and employees the ability to consider evidence carefully on all issues from all viewpoints and to determine what is rational and realistic when developing a strategic focus or plan of action within the organization. The ability to think critically is often identified by executives as one of the most important areas to consider within their new hires: Budryk (2013) indicated that thinking, communication, and problem-solving skills are more important for new hires than for major areas of study or colleges attended.

**Keywords:** Critical Thinking, Decision Making, Virtual World Thinking, Executive Thinking