A Collaborative Process for Decision Making

This collaborative process aids in better decision-making...

Issue Framing
- Articulating choices without evaluation
  "The 3 choices we have are..."

Weigh-In involves...
- Speaking your mind respectfully
- Naming your feelings, concerns and hopes
- Asking questions
- Suspending commitment to “your” cause (outcome)
- Remaining open to possibilities
  "I am excited about choice 1, and I have concerns about choice 2”

Deliberation is a time for...
- Weighing options
- Ensuring that all criteria are clear
- Trading one thing for another
- Talking through the pros and cons associated with different courses of action
- Speaking about the needs of your constituents / customers
- Expressing realistic boundaries
- Making realistic commitments
  "What will we gain and give up by selecting each choice?"

Harvesting is when you...
- Summarize what you have learned
- Find mutual solutions
- Move toward decision and agreements
  "It sounds like we have an inclination toward choice 1, do you agree?"

Agreement is when you...
- Come to decision – and confirm understanding
- Make cascading communication plans
- Develop a vision of “what it will look like” when completed
- Assign responsibilities
- Develop lines of accountability and milestones
Application

Think of an issue that you’d like to make a choice about.

*Frame the issue.* Try to describe at least 3 choices.

Weigh in: how do you feel about each choice?

Deliberate

Harvesting: What have you agreed on? What “loose ends” need to be addressed?

Clarify the Agreement:

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