



Facilitating Better group decisions

Decision Circle exploration



If using the Decision Circle in your work, please acknowledge the developers – I2A Network <https://www.i2a-network.com/>



Make Decisions as a Team - Decision Circle

Introduction

- When we decide, simple "Yes" or "No" responses may hide various reasons.
- E.g. "Yes" can mean "I fully support it" OR "It doesn't affect me, go ahead"; "No" might mean "I oppose it" OR "I don't like it, but I won't stop you implementing it".
- The Decision Circle broadens our responses from two to eight.



Make Decisions as a Team – Decisions Decisions

Individually. Take a minute to make a note of your answers to these questions:

1. What motivated your decision to sign up for this session?
2. What energised you enough to come along? And stay engaged?

Motivated to support

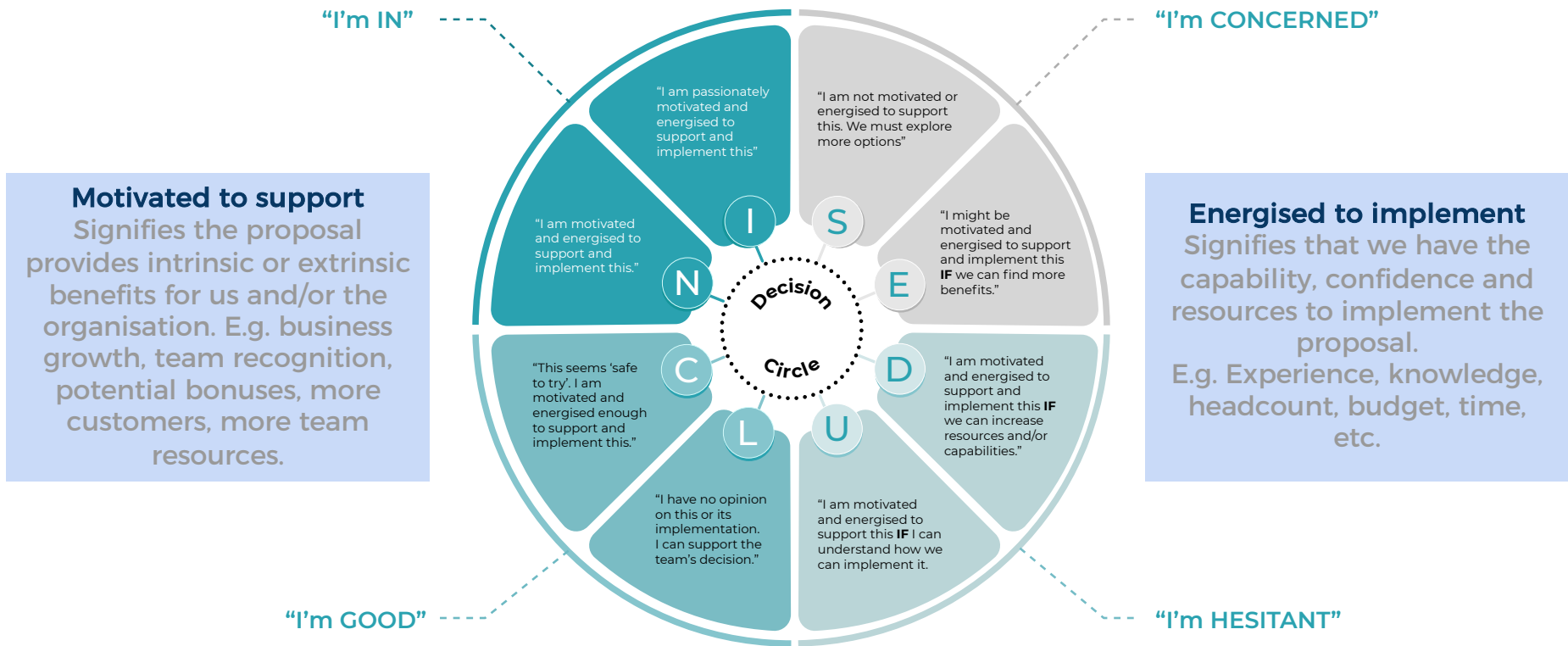
Signifies the proposal provides intrinsic or extrinsic benefits for us and/or the organisation. E.g. business growth, team recognition, potential bonuses, more customers, more team resources.

Energised to implement

Signifies that we have the capability, confidence and resources to implement the proposal.
E.g. Experience, knowledge, headcount, budget, time, etc.



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Individually

Read slide 4

- What are your first thoughts?
- What are you curious about?

Conversations in breakout

With a partner, talk about:

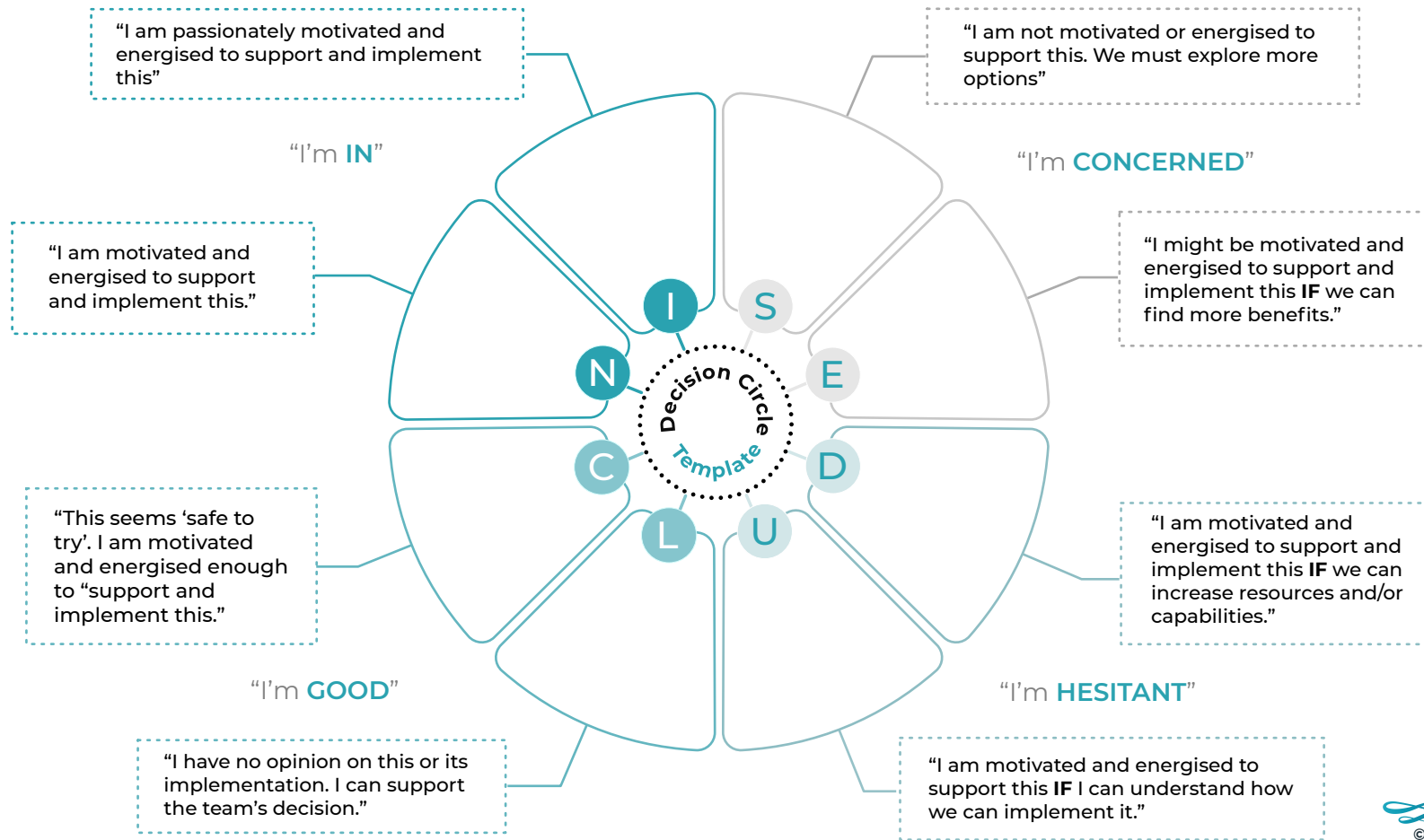
- Your first thoughts
- What you are curious about

Q & A in plenary

- Your thoughts and questions



Make Decisions as a Team - Decision Circle





Make Decisions as a Team - Decision Circle Template for Polling

Activity Steps

- We will display the proposal and use the template.
- Please declare your thinking on the proposal, by putting a dot on the appropriate segment [online) / standing in the appropriate segment
- Each person, confirm the segment you are in and what you value about the proposal, even a little bit – we will record
- Each person, please confirm the segment you are in and how the team might enhance the proposal, even a little bit – we will record
- We will select an enhancement and modify the proposal
- Now we have a revised proposal, we will poll again to decide if we have sufficient support to move forward. If not:
- We add another enhancement and poll again



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Conversations in breakout

With a partner, talk for 5 minutes about:

- Your experience of using the Circle
- What worked?
- Creative ideas to enhance it

Final Q & A in plenary

- Your questions



Contact details



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Your feedback on using the Decision Circle is welcome:

What worked

What did you do to make it work better?

You might like to join our LinkedIn group to share and gather knowledge of how people are using the framework and ideas to improve the framework and its facilitation:

<https://www.linkedin.com/groups/12866454/>

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