

Integrative Decision-Making Process

This process is designed to facilitate discussions that include proposals and group input.

STEP 1: Establishing Wants

All members of the group state what they want in one-outbreath. This can include "quality" words (e.g. connection, ease, joy) or specific outcomes or experiences.

STEP 2: Proposal is Presented

One group member presents a proposal or suggests a course of action for the group. No discussion or comments on the proposal are allowed at this time.

STEP 3: Clarifying Questions

The facilitator invites group members to ask any questions about the proposal for the purpose of better understanding the proposal. This is the time for questions, not reactions. The proposer responds to each question.

STEP 4: Reaction Round

The facilitator invites each group member to take a turn to react to the proposal. There are no discussions or responses to the reactions.

STEP 5: Amend and Clarify

The proposer clarifies and/or creates an amended proposal, based on clarifying questions and reactions.

STEP 6: Objection Round

The facilitator asks each group member if they see any reason why adopting the new proposal is not workable for the group. Anyone can express an objection, but discussion and questions are not allowed. Each objection is captured by the facilitator. If no objections are expressed, the proposal is adopted.

STEP 7: Integration

If there are remaining objections, the facilitator leads an open discussion around each objection - one at a time - with a focus on how to amend or add to the proposal. The person who raised the objection assesses whether a potential amendment removes that specific objection. Once a potential amended proposal is crafted, the facilitator stops the discussion and goes back to the Objection Round with the amended proposal.

Based on work developed by holacracy.org

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