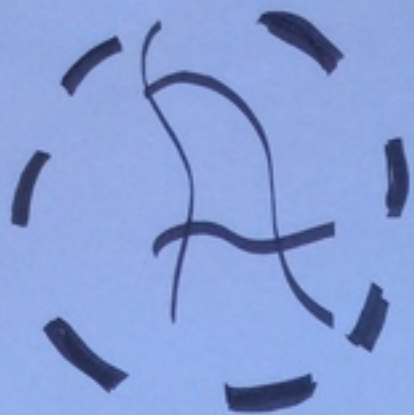
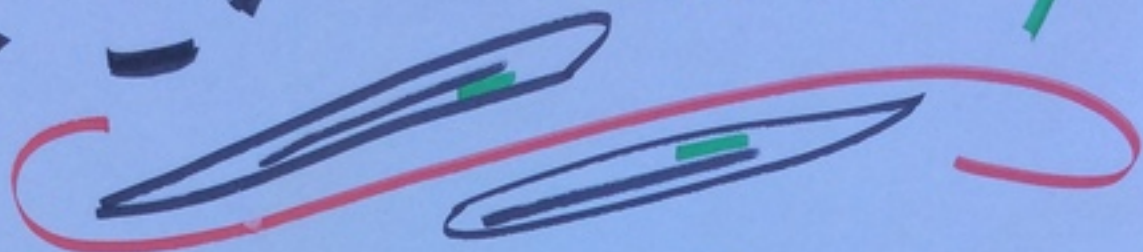


Aims

- Consider how CDM can be a living example of social justice in action.
- Common understanding of consensus and why/why not using it
- Practice key skills for effective CDM (consensus decision-making)



AGENDA



INTRODUCTIONS

DEFINING CONSENSUS

ACTIVE LISTENING

DISASTER BUFFER

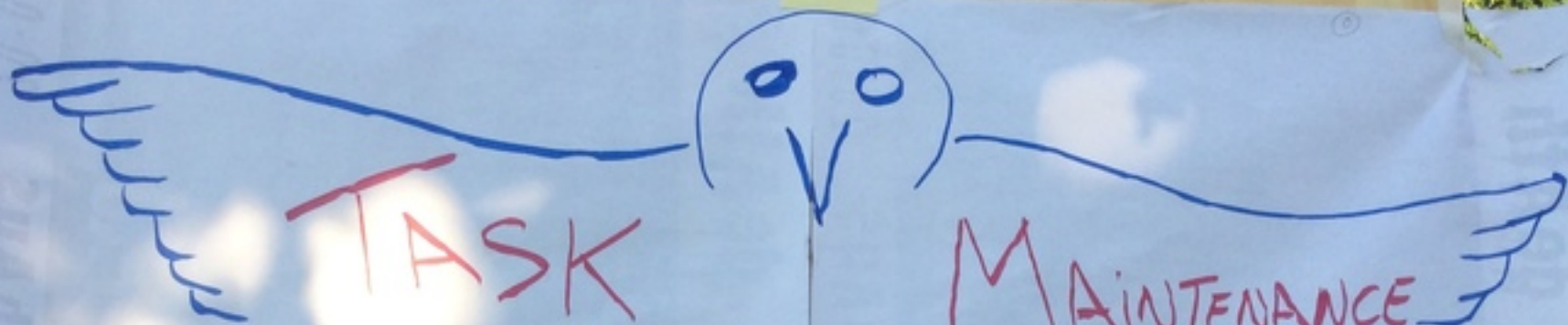
BREAK

CONSENSUS MODEL + CHALLENGES

PRACTICE

CLOSING AND EVALUATION

E ♥ N ★ D



TASK

Getting results
Problem solving
Achieving objectives
Keeping to time
Reaching decision +
implementation

MAINTENANCE

Including people
Empowering others
Group cohesion
Addressing conflicts
Relationship building

What is consensus?

Come to an agreement with everyone in a group.

Compromise \neq consensus

Decision acceptable for all

Protect the minority

Needs time

Can be abused (risks)

↳ By some
Arguments based

CTIVE

A DEFINITION

Consensus is a decision-making process that works creatively to include everyone in the decision.

In comparison to voting where the majority decides, consensus tries to find solutions that everyone can live with.

3 KEY THINGS — for consensus to work

1. Communication skills (ACTIVE LISTENING, SUMMARISING, SELF-REFLECTION)
2. Understanding ~~the~~ consensus process
3. Tools for good meetings (E.G. TO ADDRESS UNEQUAL POWER DYNAMICS, FACILITATIVE MINDSET)

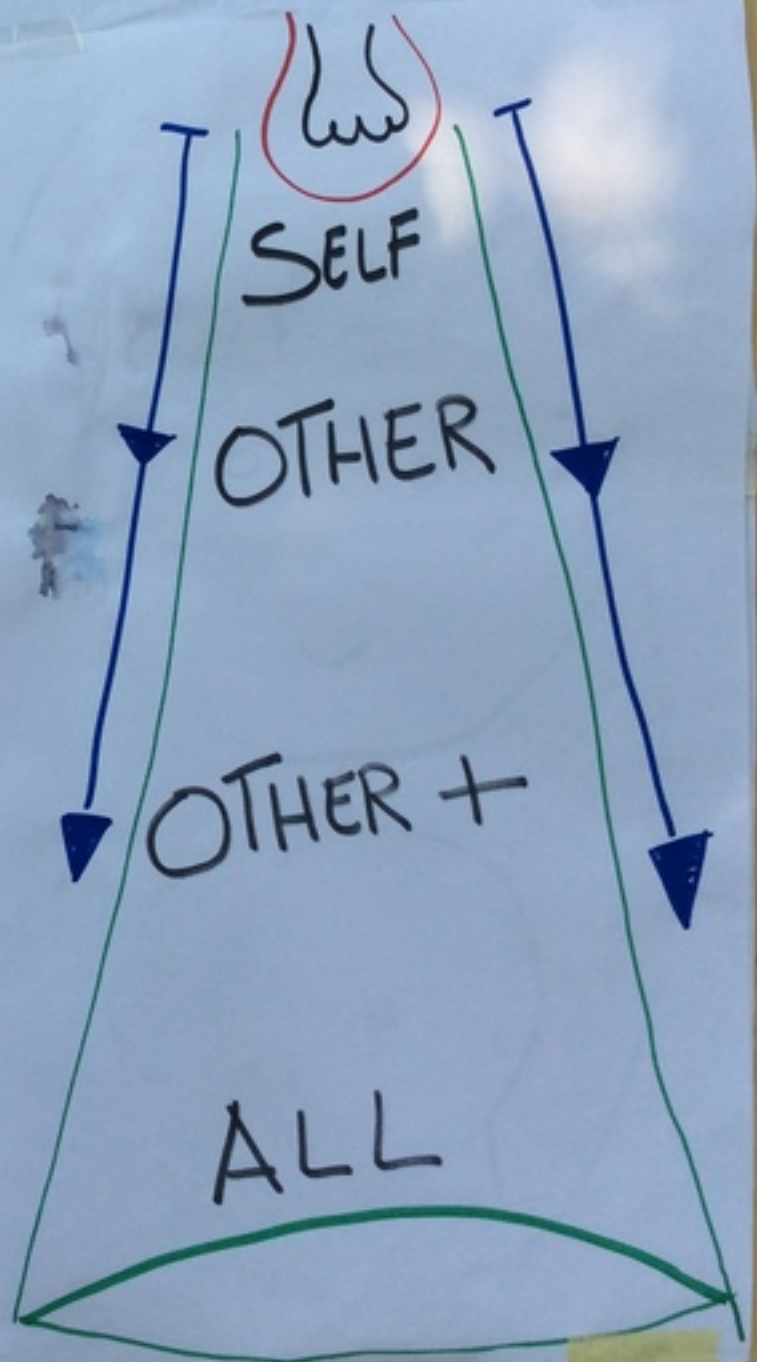
ACTIVE LISTENING

1) Listening to yourself

2) Active Listening

3) Active Listening +

4) Deep Listening



TIPS for SUMMARISING

- Wait until speaker finishes
- Summarise tentatively
- Allow people to correct if you get it wrong
- Rephrase, don't parrot
- Boil it down to 1-2 sentences



SOMETHING POSITIVE I BRING TO
THE GROUPS I'M PART OF

SOMETHING I WANT TO LEARN OR
DEVELOP FOR EFFECTIVE CONSENSUS
DECISION MAKING

How did it feel to be listened to?

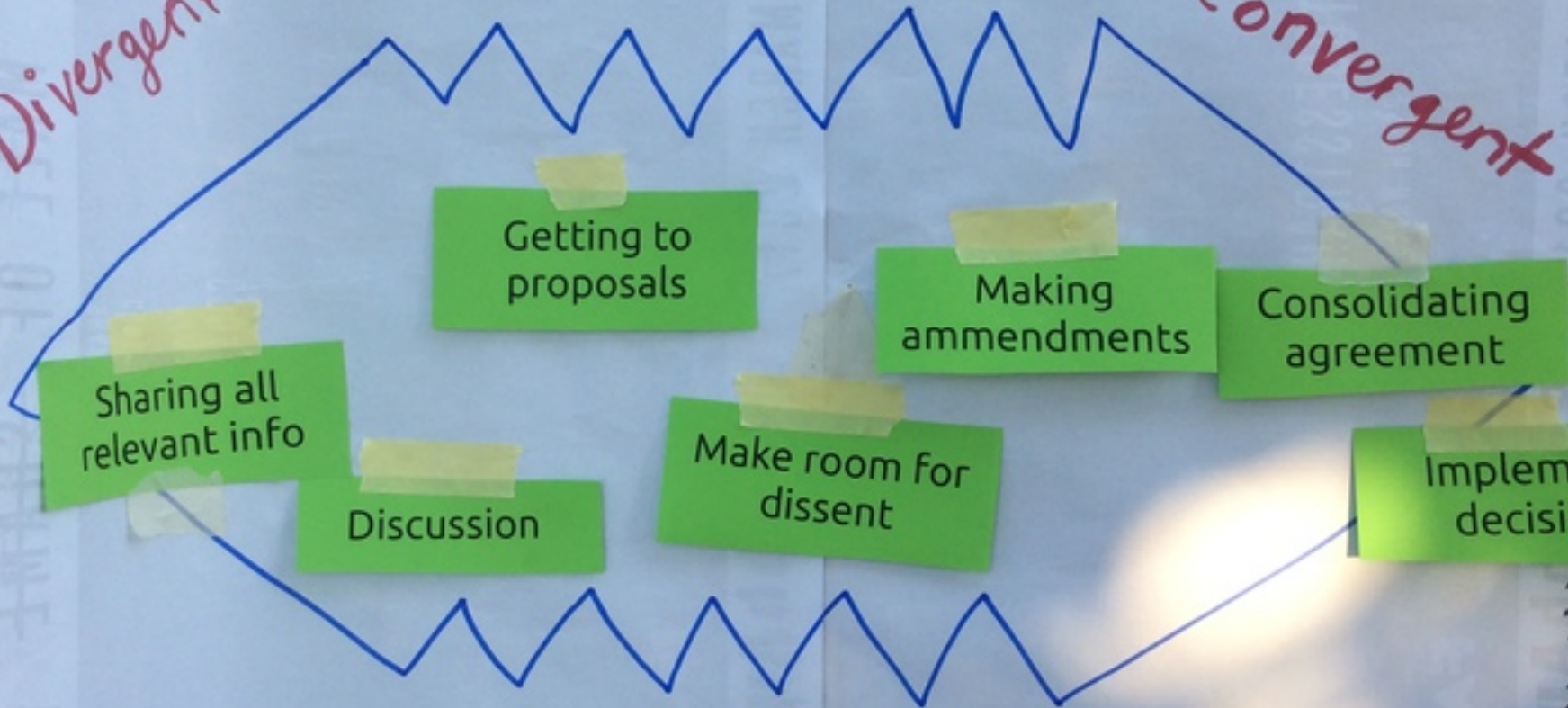
How did it feel to listen actively and summarise?

[Both] What did you notice

DECISION MAKING JAWS

Divergent

Convergent



"Groan zone"

From: 'Community at work' (US)

Test for AGREEMENT

- 1 Clearly state proposal
- 2 Check for clarifications
- 3 Make room for dissent
 - reservations
 - stand aside
 - block
- 4 Check for active agreement

no

WZWT

Consolidating agreement

Discussion

Ammendments

Dissent

Getting to proposals

Heating ideas

Shating info

"GROAN ZONE"

Handwritten text at the bottom of the page, partially obscured.

Handwritten text at the top of the page, possibly a title or header, written upside down.

Sharing info

Hearing ideas

Getting to proposals

Amendments

Consolidating agreement

Discussion

Dissent

"GROAN ZOAN"

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Handwritten text at the bottom right of the page.

PROBLEM

"Groan zone"

Sharing info

Hearing ideas

Discussion

Getting to proposals

Dissent

Amendments

Consolidating agreement (restoring)

>0

Sharing info

Hearing ideas

Discussion

Getting to proposals

MAKING ROOM FOR
Dissent

Amendments
to the proposal

Consolidating
agreement

Implement
decision

"GROAN ZONE"

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PROBLEM

Sharing info

Hearing ideas

Discussion

Getting to proposals

Making room for
Dissent

Amendments
to the proposal

Consolidating
agreement

Implement
decision

"Groan zone"

NO JUST-02

Sharing info

Heating ideas

Discussion

Getting to proposals

Amendments to the proposal

Consolidating agreement






MAKE ROOM FOR
Dissent

Implement decision

3/1/2014

RESOURCES

stay in touch!

-  www.seedsforchange.org.uk
-  skillsforaction.wordpress.com
-  trainingforchange.org
-  rhizomenetwork.wordpress.com
-  skillsdating.net

many



Self defense
(Stop abuse
of consensus)



arking lot



Social justice
challenges to consensus