Exercise

# Team Leadership: Team Decision Making

Practice using the Team Consensus Decision Making process. With several friends or family members, use the process to make a decision. If this is the first time you have done this, start with a simple, non-threatening decision such as what to eat for dinner that night or what movie you will go see.

Follow the ten step process to gain experience facilitating a team through that process.

* 1. Define the issue. (Write on flip chart or some make it prominent in some other manner.)
  2. Brainstorm alternatives. (Get as many as possible for this exercise – at least 20.)
  3. Reduce a long list (10+ items) using a multi-vote. (When using multi-vote, give everyone five votes and they can then apply one vote to their top five alternatives.)
  4. Carefully discuss the remaining alternatives and take notes on each. (Make sure that everyone understands the pros and cons of each.)
  5. Decide which criteria you will use to evaluate your alternatives. (List the criteria such as cost, time, etc.)
  6. Do a rating vote. (Each person rate best to worst alternative using each criteria.)
  7. Look at areas of disagreement and discuss them further. (Focus on the areas where there is a several point difference.)
  8. Vote again, if necessary. (Typically ask everyone to rate the alternatives best to worst from a composite criteria perspective.)
  9. Discuss the outcome of the vote. Has everyone been heard? (Look for alternatives with major differences between team members. Ask them to explain their thinking in their ratings.)
  10. Can everyone support the decision? (Usually by this time there is one clear “winner.”)