

Knowledge-Based Decision Making

(KBDM)



Experience with KBDM

- Did you grow up in a home in which decisions were made without your input or understanding?
- Did you have an opportunity to ask questions and offer opinions before the decision was made?
- Did you find out information after the fact that had you known you may have made a different decision?

Experience with KBDM

- Did you attend your first Al-Anon meeting with lots of questions, but left with them unanswered?
- Did you think the long-timers were withholding information?
- Were you confused and bewildered during group conscience discussions and votes?

KBDM

- Based on open communication between team members – family members, work team, leadership and membership
- Dialogue before deliberation – talk, talk, talk!



KBDM

- Common access to all information for all involved in making a decision
- Exists in a culture of trust



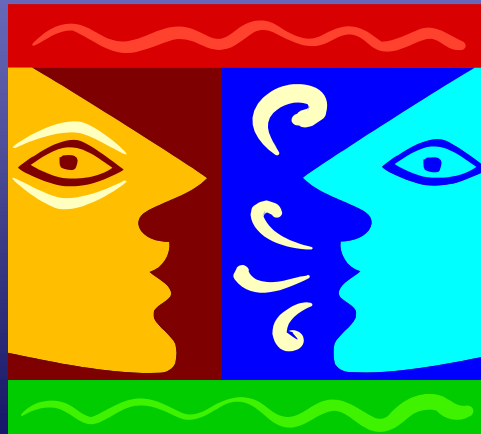
Why it is a good model



- Allows thorough examination of issues without an end or action in mind
- Making a good decision is more important than who makes the decision

Why it is a good model

- Provides for ongoing strategic thinking and strategy development
- Develops a reputation for value and nimbleness in carrying the message



Process of KBDM



Printed Information Exchange

Background Information:

All members that have information related to the issue compile this information into a handout to which all members have access. This includes historical perspectives, motions that are related, etc.

Current Knowledge or Lack of Knowledge:

The discussion is “framed” according to the issues “pros and cons”, implications of decisions, “what we wish we knew but don’t”, etc.



Verbal Information Exchange

Question and Answer:

Members are allowed to come to the microphone and ask questions to gain clarity about the issue. The inquiry must be asked in the form of a question, i.e. Who, What, When, Where, Why, How, Is, etc.



Verbal Information Exchange

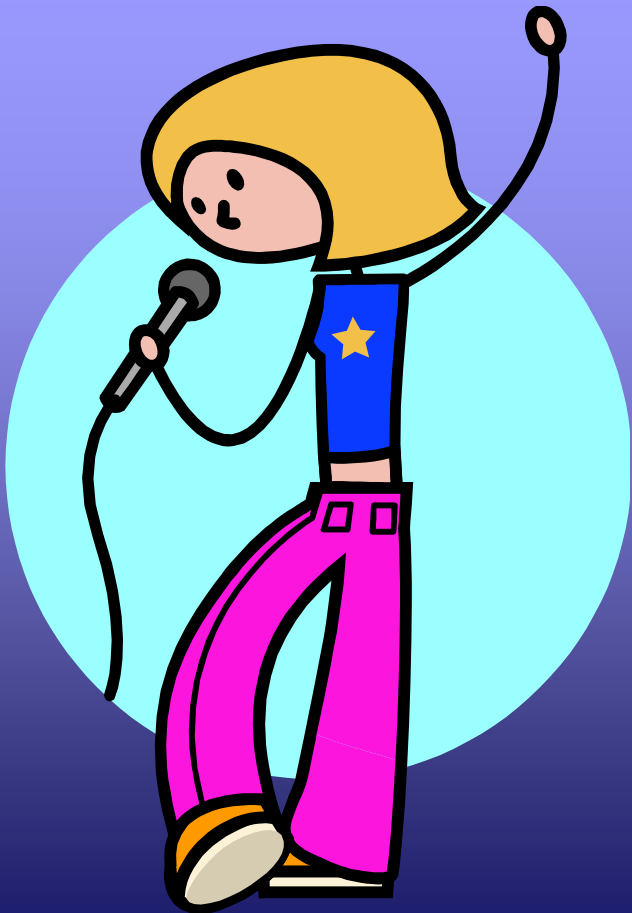
- The Chairperson is allowed to request a specific member to respond to the question or allow anyone who has direct knowledge (not an opinion) to answer the question.



The chairperson is allowed to stop the member if the question becomes a commentary or personal opinion.



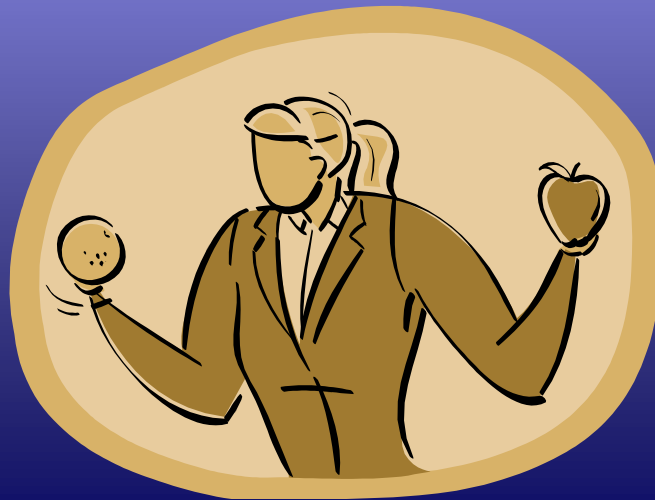
Verbal Information Exchange



- Members are not timed at the microphone when asking or responding to questions.
- Members may go the microphone as many times as necessary.

Summation:

Members involved in the discussion summarize what they have heard and requests confirmation from all members that the same thing was heard.



Discussion:



Members come to the microphone and speak for or against the issue. This is timed for 2 minutes and limited to once at the microphone per issue.

Decision Making

Based on the information exchanged:

- a motion may come to the floor according to the assembly / conference procedures.



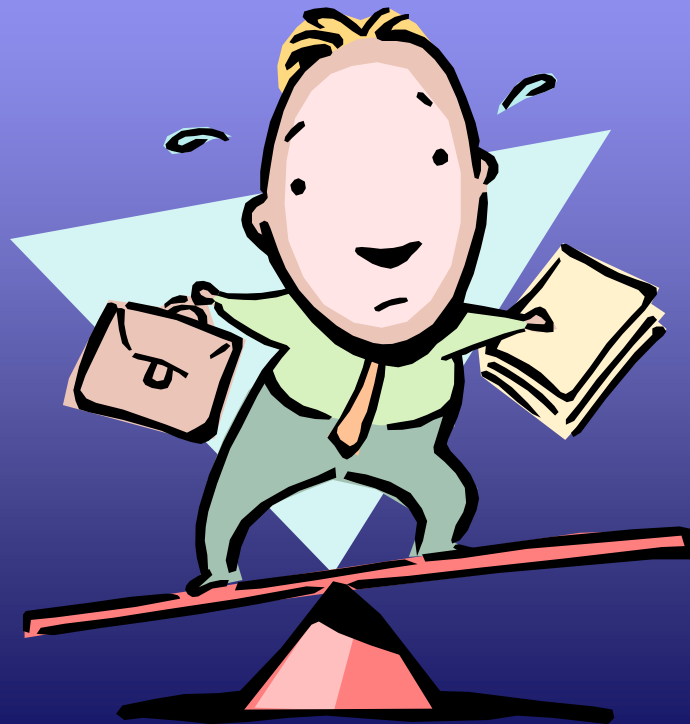
Decision Making



- The Chairperson may suggest that the issue be sent to a service arm committee for research or gathering of more information and / or discussion of issues that came out of the discussion.

Decision Making

No motion or decision is made and the “status quo” remains.



WHAT DOES ALL THIS MEAN FOR AL-ANON AS A WHOLE?



SOMETHING OLD IS NEW AGAIN ITS OUR HISTORY!!

We learn that these early leaders were all engaged in conversation. They offered information and they listened when others were offering theirs.

We talk to each other and reason things out.

The benefits of the KBDM process

- Collaboration and deliberation yield good information resulting in support for decisions made.
- Better participation by members listening to and sharing information; more voices are heard; more ideas are generated.

The benefits of the KBDM process

- Members accept responsibility for actions taken.
- Members' thinking expands to include the best decision for the whole.
- Members feel they have been heard and even if everyone doesn't agree, most agree that they know enough to support a decision.

Benefits outside the fellowship

- We are more actively involved in decision making at home and at work.
- We accept the decisions made in our family and at work because we had the opportunity to gather the information and have our questions answered.
- We start thinking about the greater good for the greatest number.

We accept the
group conscience

