



HANDS &
VOICES

CONSENSUS PROCESS

Building Unity & Alignment

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Agenda

- **Benefits of Consensus** = Why you would want to do this
- **Team development dynamics** = What you're dealing with
- ***Rules of the Road* for the Consensus Process** = Clarity on the How
- **Explain what Consensus is in this context** = Clarity on the How
- **The Set-Up needed for this Process** = Clarity on the How
- ***The Process in a Nutshell*** = *the How*
- **Consensus Compromise?**
- **Questions?**
- **Learn by Doing: *Guided Practice Exercise***
 - ***Debrief***



CONSENSUS Benefits

Benefits

Consensus builds better teams:

- 1. Ownership**
- 2. Alignment**
- 3. Communication**
- 4. Inclusiveness**
- 5. Cooperation**
- 6. Collaboration**
- 7. Cohesiveness**
- 8. Commitment**
- 9. Trust**
- 10. Respect**

- Consensus builds solutions through team work**
- Consensus is a foundational corner stone for *Empowered Teams***



The Power of Parents

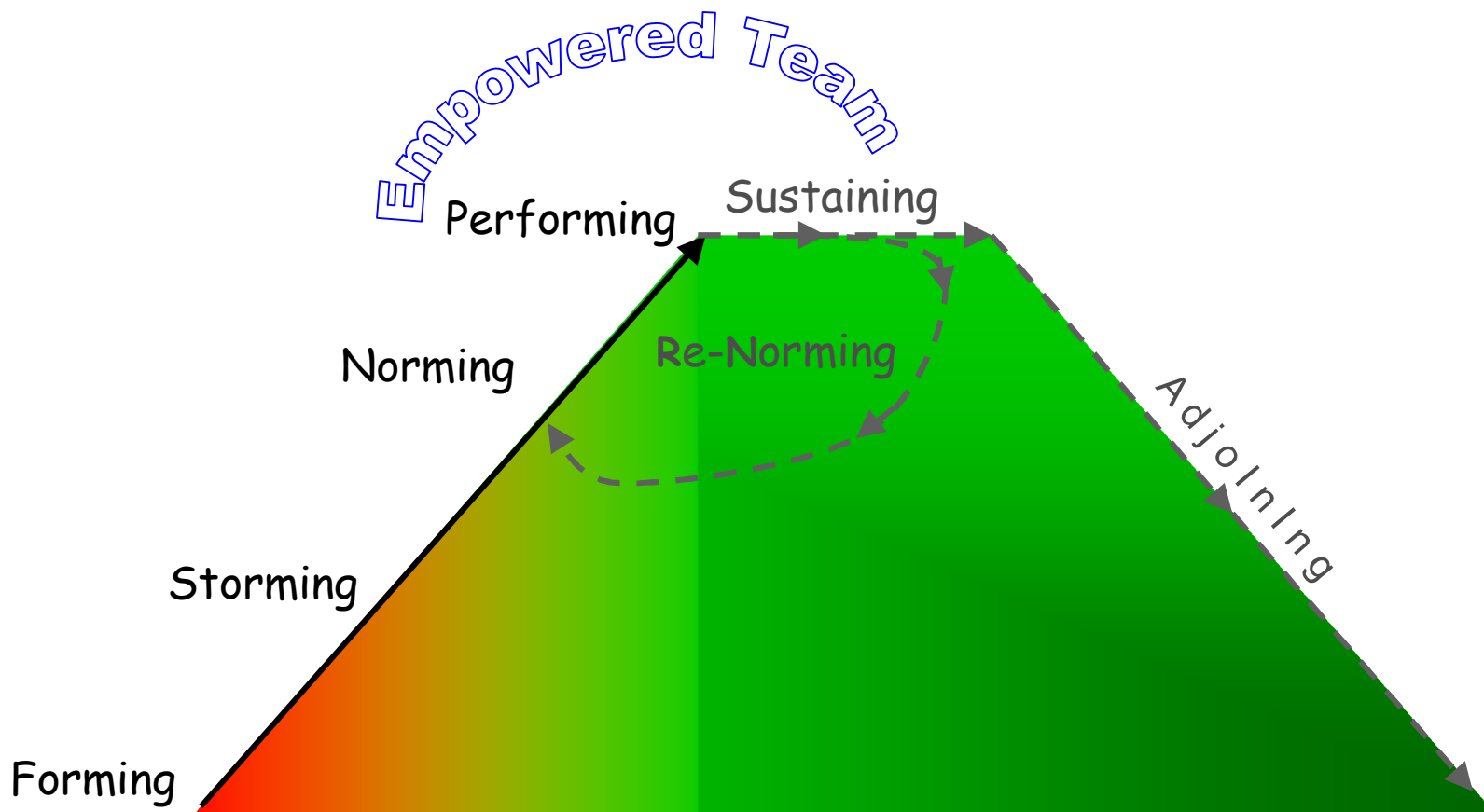
in building an organization

- **1 parent** = A fruitcake
- **2 parents** = A fruitcake with a friend
- **3 parents** = Troublemakers
- **5 parents** = “Let’s have a meeting”
- **10 parents** = “We’d better listen”
- **25 parents** = “Our dear friends”
- **50 parents** = A powerful organization

From the Parent Leadership Associates www.plassociates.org



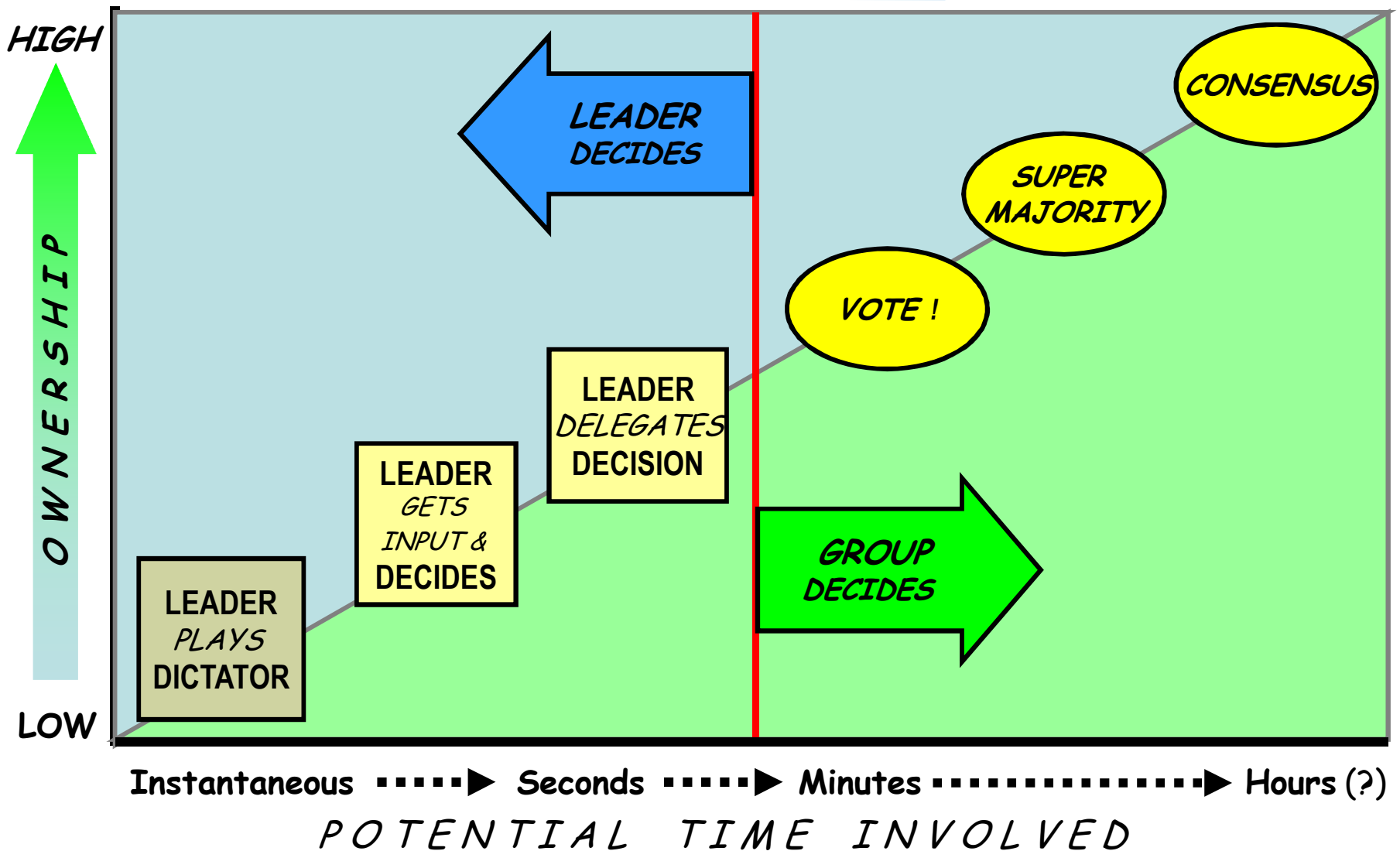
Team Development Dynamics



Group Development (Tuckerman, et al)



Simple Decision Making Chart





Rules of the Road

Trust Respect Commitment Collaboration

- Team effort
- Respect for all
- *One Person at a time*, take turns
- Speak for yourself, not someone else
- *No Fatal Flawing. Avoid Discounting*
- What is expressed to the team, is private to the team
- Silence *is* consent! “Speak up” when it is your turn
- While Agreement is a good goal, *clarity is essential*
- Be aware of time and conserve it.
- Cooperate with the facilitator

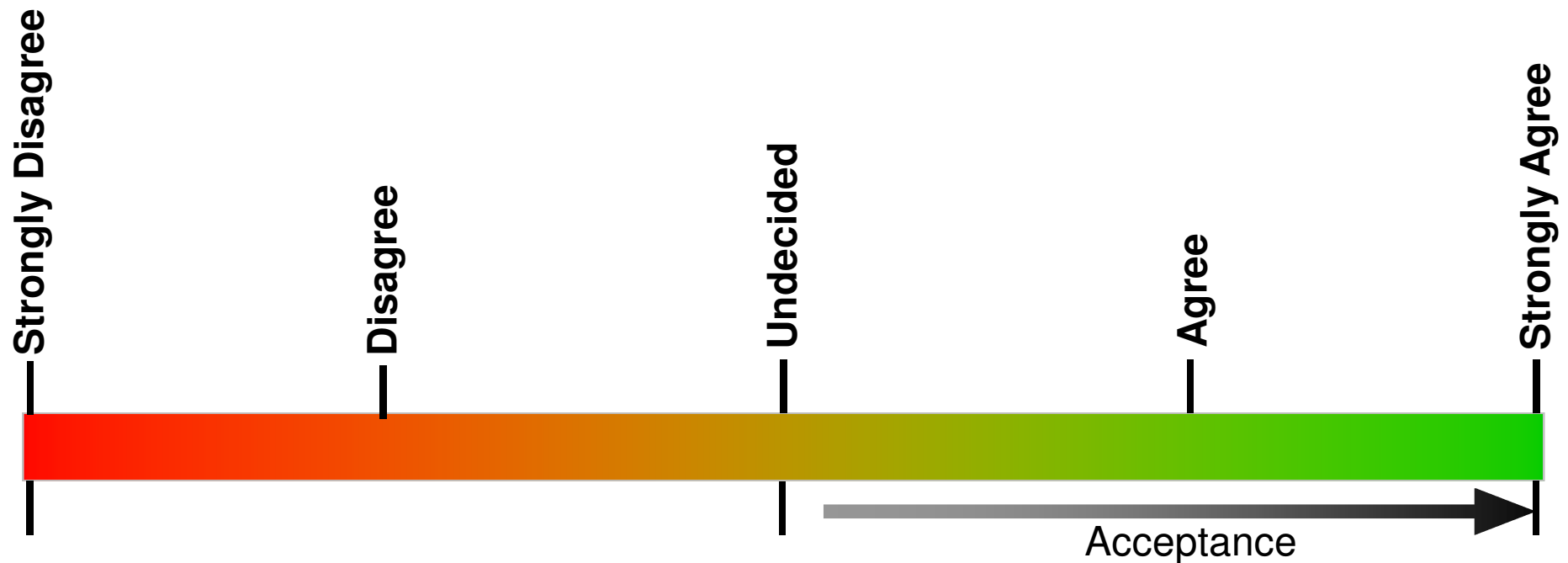




HANDS &
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CONSENSUS?

Isn't that just fancy word for Agreement?



- Consensus is the *not* same as agreement
- In Consensus, *Each Individual* in the Team Can:
 1. Accept the Team's Decision Outcome
 2. Defend the Team's Decision Outcome

Consensus = Accept + Defend



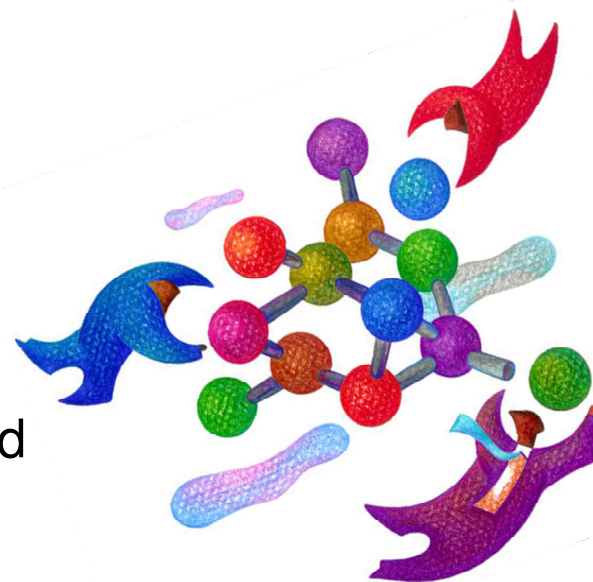
Set-Up

- **Logistics:**

- Need a way to record thoughts expressed, so that all the team can see.
 - A *separate* note taker is recommended.
- Need Team Privacy
 - Promotes more open discussion

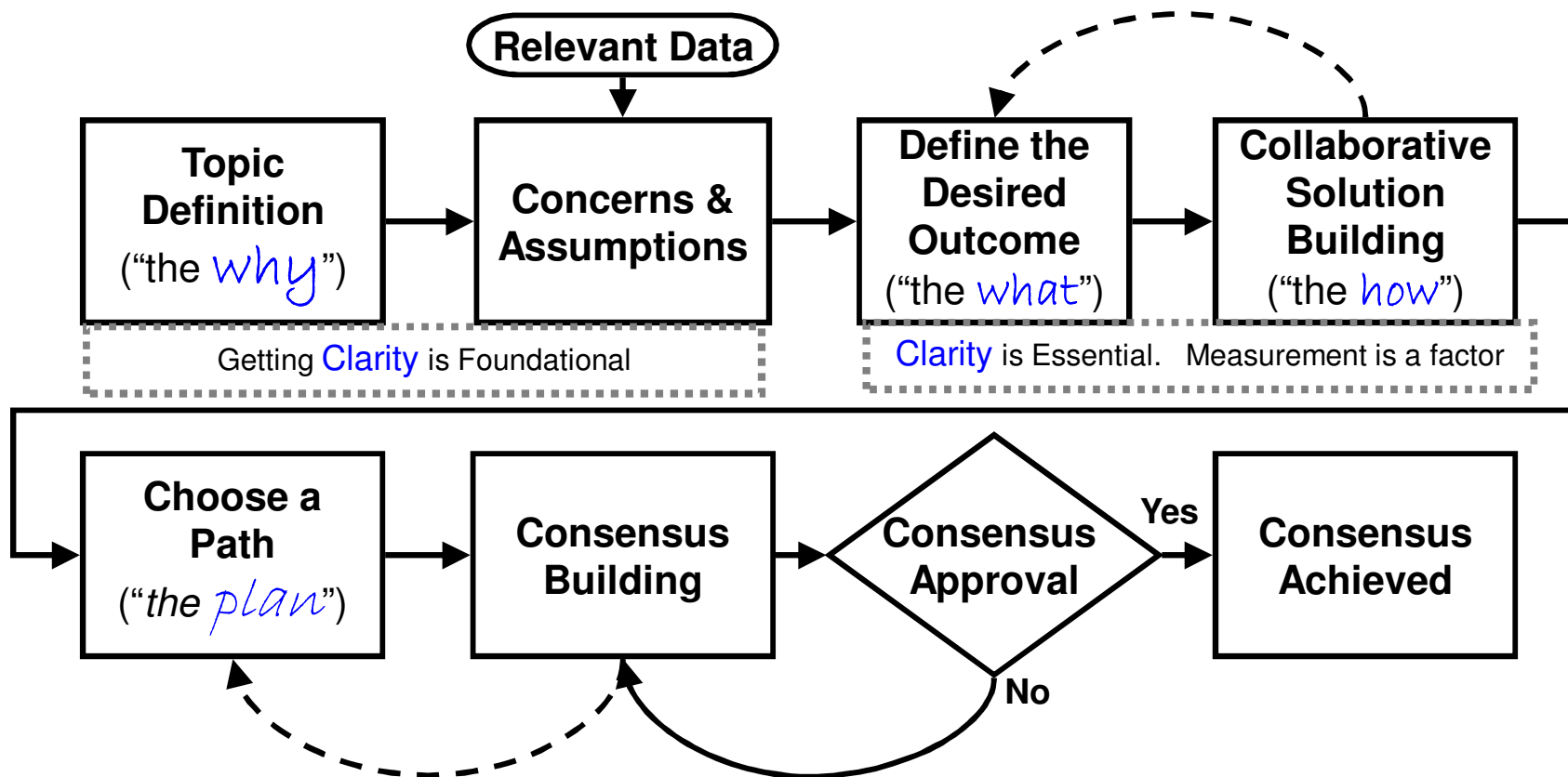
- **Have a Facilitator to lead the process**

- Makes sure the [Rules of the Road](#) are followed
- Helps keep the team focused on task.
- Is responsible for time keeping
 - A *separate* time keeper is recommended
- Helps monitor the “vibe” or “tone” within the discussion
 - A *separate* “vibe” keeper is recommended





The Process in a Nutshell



IMPORTANT: Through out this process is discussion



Check-in Quick Visual



- Accept



- Ambivalent



- Not Accept



CONSENSUS COMPROMISE?

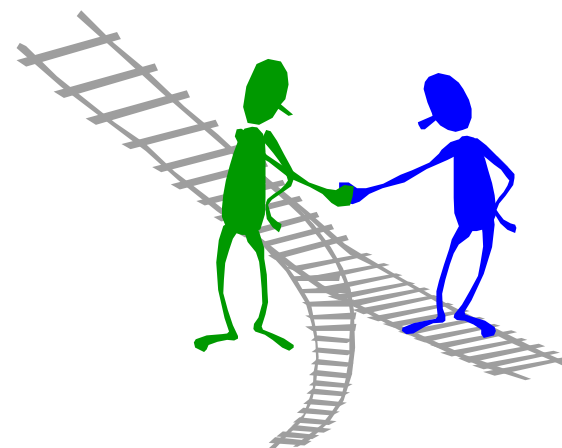
We need to make a decision but we don't have consensus

Dissent & Blocking

- Is there *a Common Understanding of a Common Goal* ?
 - Is there *clarity*?
- Are there additional considerations to be discussed?
- Re-evaluate if a particular decision is really needed.
 - Is *no action* the best *course of action*?

Alignment, but no team consensus

- Ranked Voting
- Weighted Voting
- Super Majority



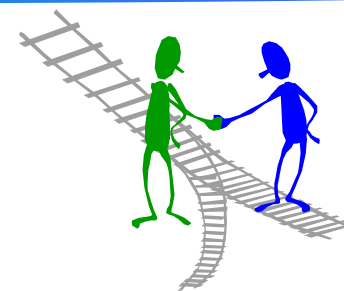


Alignment, but NO Team Consensus ?

We need to make a decision but we don't have consensus

Alignment, but no team consensus

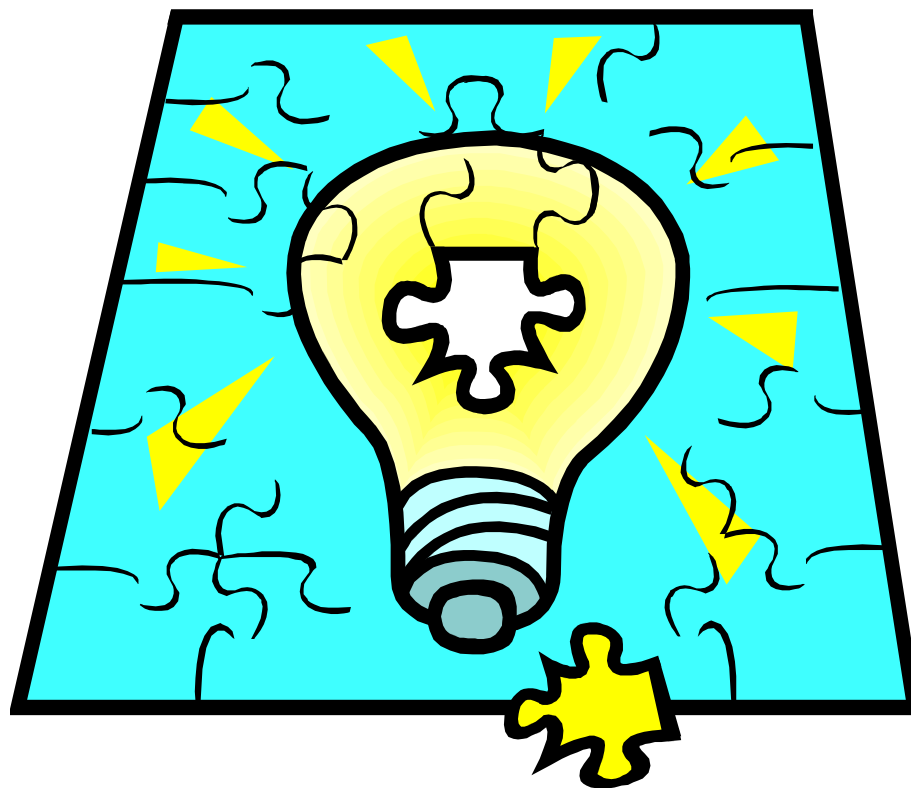
- **Ranked Voting =**
 - Rank Multiple Options: 1st choice, 2nd choice, 3rd choice
 - Rank Level of Agreement: 5= Strongly Agree; 4= Agree; 3= Undecided; 2=Disagree; 1= Strongly Disagree
- **Weighted Voting =**
 - Each team member has a block of vote points to use (or distribute). Typical number of vote points is five ... to be distributed in whatever manner the team member chooses or all points deposited on a single choice.
- **Super Majority =**
 - Smaller team = (*Unanimity* – 1) etc approach.
 - Larger teams, a very high percentage of approval (= 2/3 or 3/4).



**Be Careful NOT to use this to Circumvent the Consensus Process
... to “negate” a blocking dissent**



Questions?

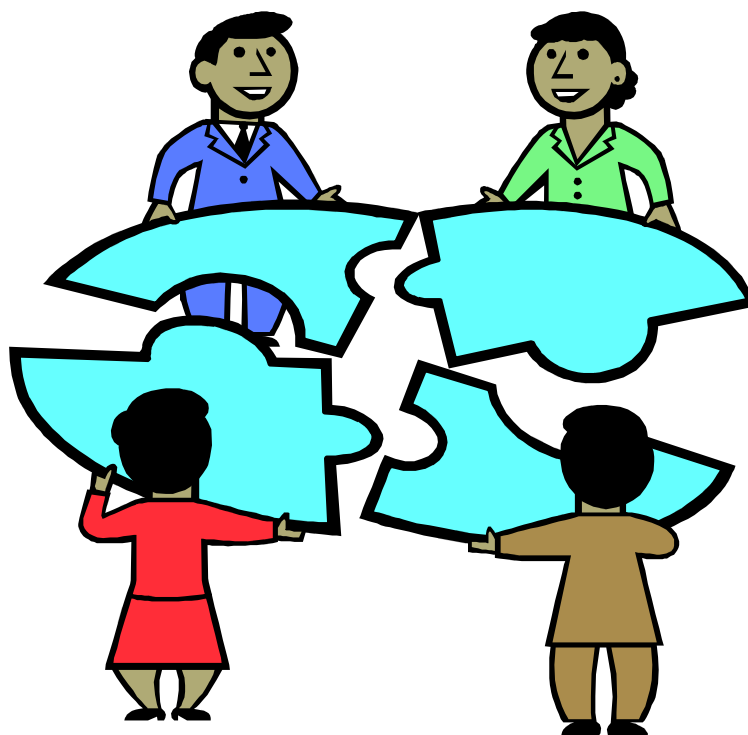


Do you have the idea how it goes together?



Learn by Doing

Guided Practice Exercise



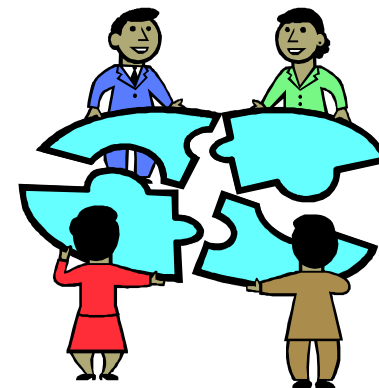


Guided Practice Exercise

Here are “as-is” **real world** examples

Should we have a paid Executive Director?

- Change from an all volunteer board to having an Executive Director.
- Some board members do work for free. Others are paid?
- Are we ready to hire an executive director?
- Should we spend what money we have, to hire an executive director and hope that she/he will be able to fund-raise enough money to pay for her position in the future?



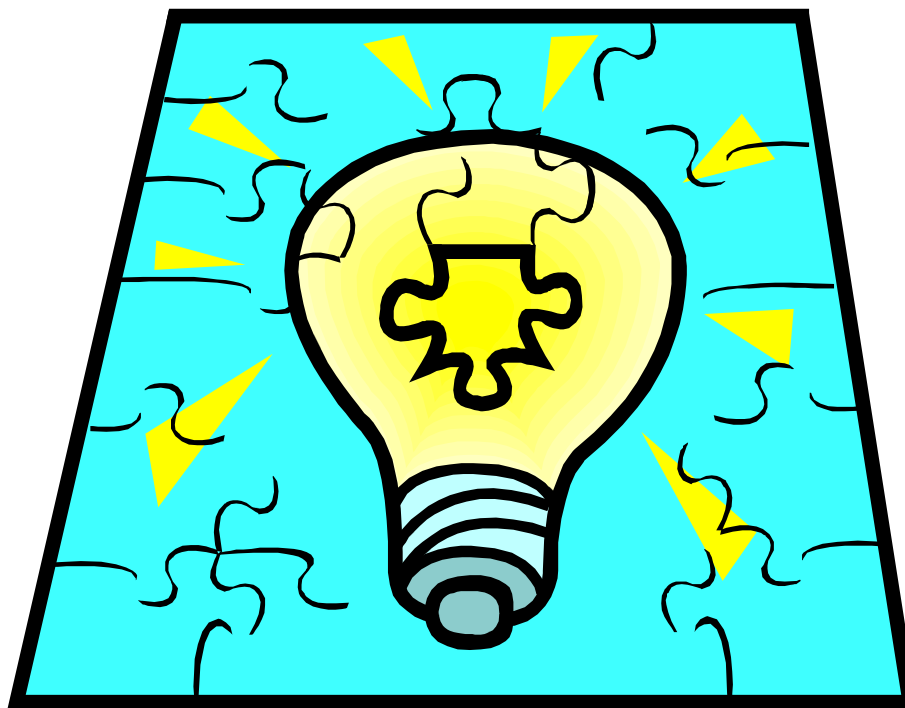
How much risk can we assume?

- Can we have a fundraising event where we serve alcohol?
- Can we have jumping castles at our picnics?
- We need to have all families sign a liability release form for every event that we host: picnics, skating, bowling, etc.
- We can't have GBYS Parent Guides do home visits because the risk is too high. We could get sued and the board members could lose their houses.

Should we advocate for change in the system?

- Can we testify at hearings of the state legislature?
- Should we be informing our members about legislation that affects children who are deaf and hard of hearing and their families?
- Can we show our support for a cause?
- Can we join coalitions to support legislative changes?

Debrief



**What have you learned?
How are you going to apply it ?
What can be improved?**