

KNOWLEDGE BASED DECISION MAKING

TO REACH AN INFORMED GROUP CONSCIENCE



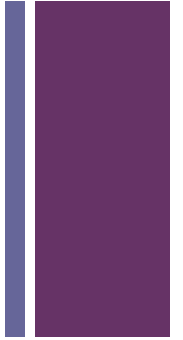
Experience Without KBDM



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- Have you ever found out information – after the fact – that had you known earlier you would have made a different decision?



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- Have there been times in your life when you really wished you'd had the opportunity to ask questions and offer an opinion before decisions were made?
- Have you ever found out information – after the fact – that had you known earlier you would have made a different decision?
- Do you find it difficult to trust others because of these experiences?

+ Knowledge Based Decision Making (KBDM) to reach an informed group conscience

This process has evolved allowing non-profits a more effective way to do business ... and has become the standard in Al-Anon service.

There are five Key Elements of KBDM

There are five Key Questions in KBDM

+ Knowledge Based Decision Making (KBDM)

to reach an informed group conscience

Five Key Elements:

- Open communication between leadership and membership
- Dialogue before deliberation
- All decision makers have common access to full information
- We exist in a culture of trust
- Confidence in the competency of our partners



+ What does it mean?

How does this element of KBDM work in service?

■ **Open communication between leadership and membership**

- First we identify issues:
- What needs our attention?
- Where are the problems?
- What isn't working?
- Where can we help?



+ What does it mean?

How does this element of KBDM work in service?

■ Dialogue before deliberation

There is always a chance for members to ask questions.

In a Thought Force we brainstorm. In a Task Force we create strategies. In a larger meeting we open up the microphone.



+ What does it mean?

How does this element of KBDM work in service?

- **All decision-makers have common access to full information**

At each point in the process, there may be a different set of decision-makers.

At each point those decision-makers are equal and fully informed.

Once the topic moves forward, there may be a new set of decision-makers.



+ What does it mean?

How does this element of KBDM work in service?

■ We exist in a culture of trust.

We become reliable and we rely on others.

We become truthful, and rely on the truth from others.

Many times we simply need more information to gain the understanding that lets us lighten our load and experience trust.



+ What does it mean?

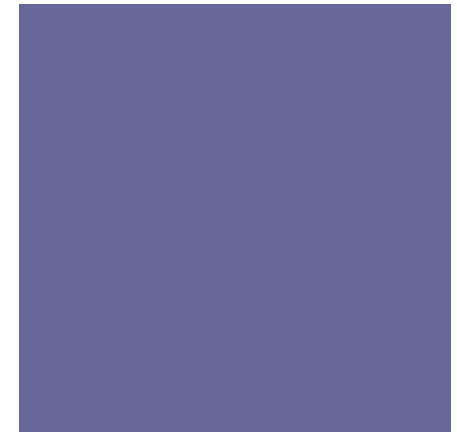
How does this element of KBDM work in service

- **Confidence in the competency of our partners.**
 - Experience, strength and hope are the foundation of our program and our fellowship.
 - We all have our strengths, and weaknesses, but we choose to depend on each other. And be depended upon.
 - We learn how to wait for others to do their part.





KBDM Process



Open Communication. Printed exchange of information. Background, historical and group conscience information is collected and compiled. Thought and/or Task Forces assigned. Members work together.



KBDM Process



* Thought Forces are brainstorming sessions and the discussion is framed according to the five KBDM questions. (Thinkers)

* Task Forces create the basis for a possible motion. (Doers)

When on a Thought Force we use the 5 KBDM questions. Then, if necessary, the issue goes to a Task Force. Or, maybe there is enough information to make a motion. Or maybe we know enough and don't need to do anything.



5 KBDM Questions

1. What do we know about our members' wants, needs or preferences regarding this issue?

2. What do we know about the capacity and strategic position of the Area relative to this discussion?

3. What do we know about the current realities or evolving dynamics that are relevant to this issue?

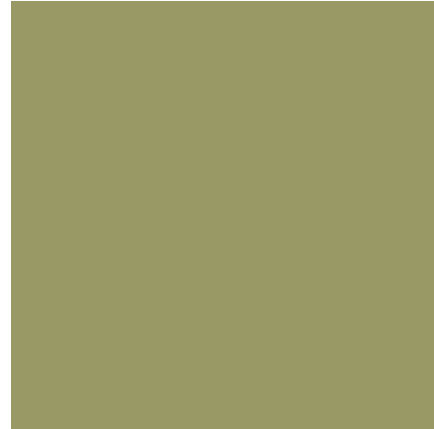
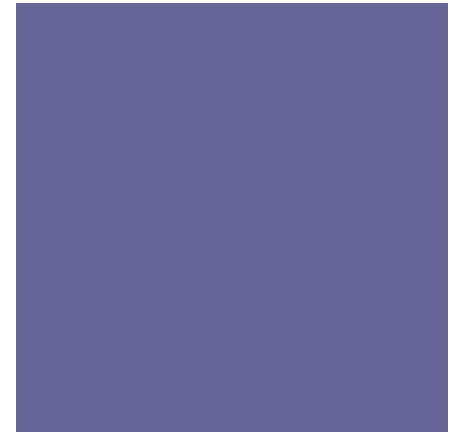
4. What are the ethical implications? Will we be in line with our spiritual principles? This includes how the Legacies apply. Identify both Pros and Cons.

5. What do we wish we knew, but don't?

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



KBDM Process

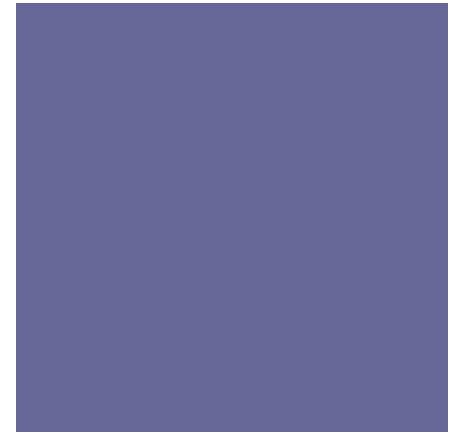


Once the process has been through a Thought and/or Task Force the summary and report are given to the group. When possible all relevant background and historical data will be provided to the membership before deliberation and decision-making.

We have meeting procedures developed in line with KBDM, our Spiritual Principles and Roberts Rules of Order that allow us to have a thoughtful, yet timely, AWSC or Assembly meeting. We can use this process in our Groups or even outside of Al-Anon as well.



KBDM Process



Dialogue: verbal exchange of information.

We post KBDM information on our *Area* website after the work is done.

There is always time for **ALL** the questions.



KBDM Process

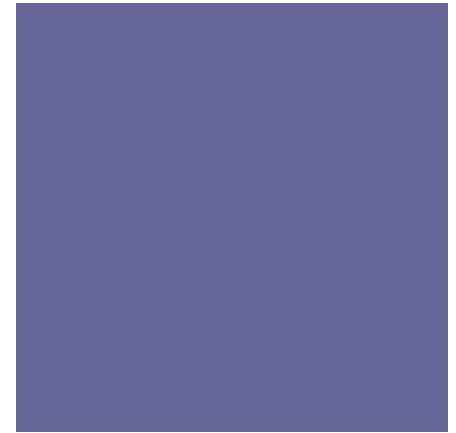


**Deliberation
in a large
meeting.**

1. Members come to the microphone to speak for or against.
2. Speakers are limited to 2 minutes at the microphone.
3. Can only come to the microphone once per issue.
4. Questions have no time limit. All questions are answered.



KBDM Process



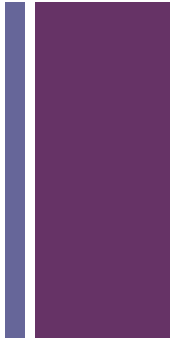
Decision Making

1. A motion may come to the floor according to Area procedures
2. The Chairperson may suggest the issue be sent to a Task Force for more information and discussion.
3. No motion or decision and the status quo remains



Benefits of KBDM Process

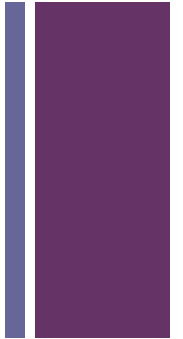
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- Members are more actively involved in decision making all throughout the process – from beginning to end.
- Collaboration and deliberation yield good information resulting in support for decisions that are made.





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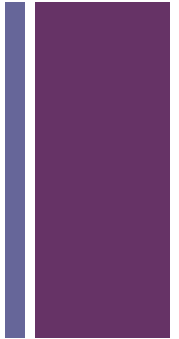
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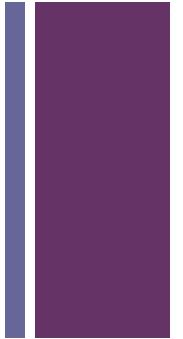
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- Members accept responsibility for decisions made.
- More quality participation by members; more voices heard; more ideas generated.





Benefits of KBDM Process

- KBDM reports and summaries will be posted on the Area Website so that all members will have information on the process. These will be archived for future reference.
- We have a living archive that we can continue to use as we move forward, building on what has come before, and making changes as new information presents itself.

