

KBDM

Knowledge Based
Decision Making

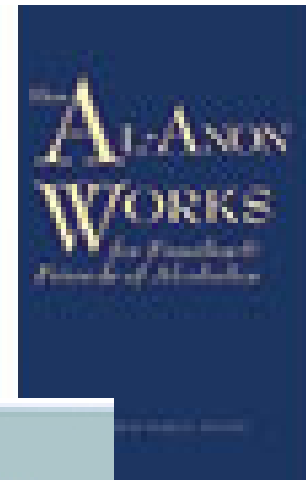
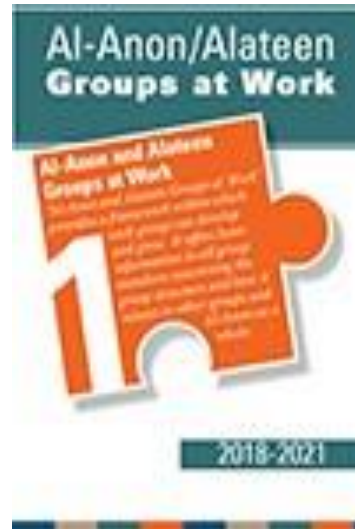
Purposes of this Presentation

- ▶ To learn about the KBDM as a decision-making process
- ▶ To connect KBDM with our principles and beliefs ?????
- ▶ To have an understanding of how we can use KBDM to make decisions in our groups.

Who, What, Where, When and How

- ▶ Who - Everyone
- ▶ What – For understanding & making decisions
- ▶ Where – Anywhere
- ▶ When – Anytime
- ▶ How - ?????

Reference for information:



Clarification of terms

- ▶ Group Conscience
- ▶ Business meeting
- ▶ Group Conscience meeting

Tradition Two

“For our group purpose there is but one authority - a loving God as he may express Himself in our group conscience. Our leaders are but trusted servants - they do not govern.”

An **INFORMED** group conscience

“In order to make an informed group conscience decision, members **need access** to all the information about the issue they are being asked to discuss, they need **clarity** on what their discussion hopes to accomplish, and they are asked to **trust** each other’s motives and capabilities. By **sharing information** as equals, **taking time** for discussion, and maintaining **principles above personalities** during the discussions, groups are often able to reach unanimity in their decisions.”

Al-Anon/Alateen Service Manual &

Groups at Work, p. 51

More new terms....

- ▶ Work Group (WG)
- ▶ Thought Force (ThF)
- ▶ Task Force (TF)

Advantages of KBDM

- ▶ Discussion does not start with a motion; thereby limiting the discussion to the motion.
- ▶ Allows thorough examination of issues without an end or an action in mind.
- ▶ Avoids a “for and against” atmosphere.
- ▶ Allows for decisions to be more important than who makes the decisions.
- ▶ No time limit on discussion.
- ▶ Allows the minority opinion to be heard.
- ▶ Does allow for a **conversation**. Often that is enough, a motion may be unnecessary.

KBDM has four basic elements

1. Open communication between leadership and membership
2. All decision makers have common access to full information
3. Dialogue before Deliberation
4. We exist in a culture of trust by having Confidence in the competence of our Partners. “Presume Goodwill”

1. Open Communication between Leadership and Membership

- ▶ “We need only contribute our personal experience, strength and hope honestly; listen to each other respectfully; ...”

Paths To Recovery p. 133

- ▶ “Today I believe the process of discussion, review of our literature and a vote is a good way for our group to make decisions that just about anyone can accept.”

Paths To Recovery, p. 149

2. All decision makers will have common access to full information

- ▶ “These group conscience decisions involve discussion and sufficient time for members to become informed about the matter, express their opinions, offer ideas, and whenever possible, reach a unanimous decision.”

Al-Anon/Alateen Service Manual
Groups at Work, p. 38

3. Dialogue Before Deliberation

- ▶ “I must consider all of the facts and examine the possible consequences. I have to learn to take time and think things through.”

Paths to Recovery, p. 149, 151

- “Collect all pertinent information available.”

Paths To Recovery p. 152

4 & 5. We exist in a culture of trust & we have confidence in the competence of our partners

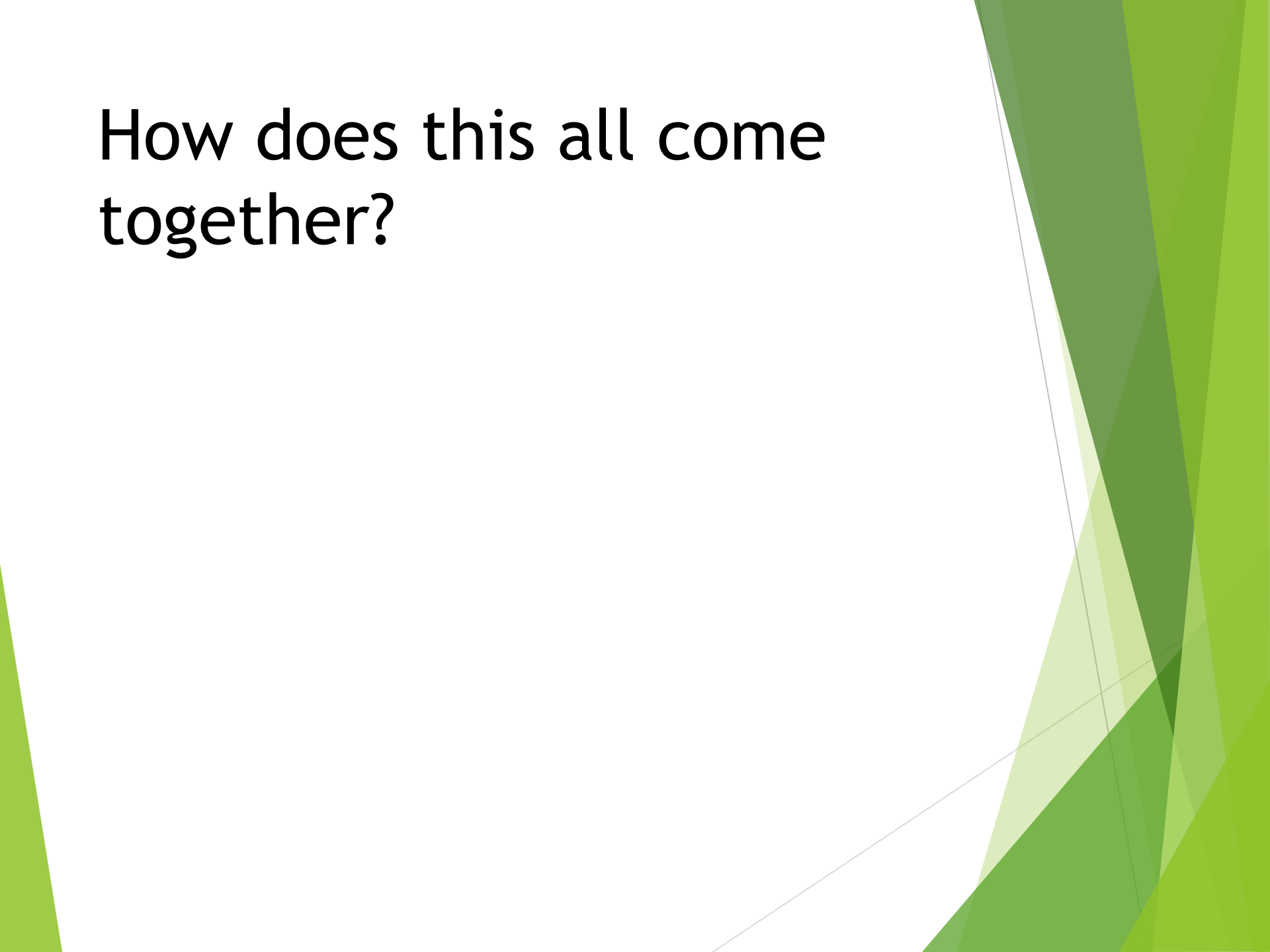
- ▶ “ We start by trusting a Higher Power and continue by learning to trust each other.”

Paths to Recovery,
p.145

- ▶ “Over time we learn to recognize and accept that in the long run the wisdom of the group, informed by thorough discussion and guided by a Higher Power, ultimately will be the best for the group and the individual members.”

Paths to Recovery,
p.146

How does this all come together?



Scenario

Our meeting has met in the current location for over ten years. We have been told we can no longer meet here after next month.

What do we do? Where do we start?

POA: Plan of Action

How: have the conversation

- ▶ Schedule the meeting (announce a minimum of 2 weeks before)
- ▶ Assign a ThF - Hand their information gathering out before the next business meeting
- ▶ Plan the meeting (Agenda)
- ▶ Conduct the meeting
- ▶ Appoint a Task Force if moving is to be pursued
- ▶ Discussion of the topics
- ▶ Voting at the meeting

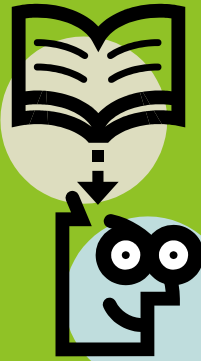
Al-Anon/Alateen Service Manual

Groups at Work, p. 50

Originating Group



Pursue



Thought Force (ThF)

4
?'s



Originating Group

Pursue



Task Force (TF)

Originating Group



DO IT!



Introduce the 4 KBDM Questions

- ▶ 1. What do we know about our members' or prospective **members' needs** that is relevant to this discussion?
What do we wish we knew, but don't?
- ▶ 2. What do we know about the **resources and our vision** for the organization that is relevant to this discussion?
What do we wish we knew, but don't?
- ▶ 3. What do we know about the **current realities and evolving dynamics** of the world and our fellowship that is relevant to this discussion? And what are the Pros and Cons?
What do we wish we knew, but don't?
- ▶ 4. What are the **ethical implications** of our choices?
What do we wish we knew, but don't?

The KBDM Questions



Question 1

- ▶ What do we know about our members' or prospective members' needs that is relevant to this discussion?
- ▶ What do we wish we knew, but don't?

Question 2

- ▶ What do we know about the resources and our vision for the organization (*our group*) that is relevant to this discussion?
- ▶ What do we wish we knew, but don't?

Question 3

- ▶ What do we know about the current realities and evolving dynamics of the world and our fellowship (our Group) that is relevant to this discussion? And what are the Pros and Cons?
- ▶ What do we wish we knew, but don't?

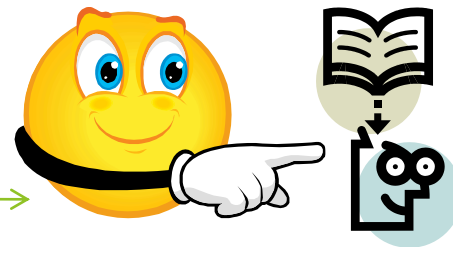
Question 4

- ▶ What are the ethical implications of our choices?

In other words ... Will our decision be consistent with our spiritual principles?

- ▶ What do we wish we knew, but don't?

Originating Group



Thought Force (ThF)

4 ?'s



Originating Group



Task Force (TF)



Originating Group



POA: Plan of Action

How: have the conversation

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Al-Anon/Alateen Service Manual

Groups at Work, p. 50

Knowledge Based Decision Making

Something old
is new again!

Talk to each other and reason things out...

Al-Anon has always known how to handle its business affairs in a way that ensures that:

- ▶ Every voice is heard.
- ▶ Every voice is important
- ▶ The good of the group comes first
- ▶ The outcome is beneficial to most

We call it group conscience

In summary

“ By being part of an informed group conscience, gathering the information we need, letting our loving God guide us, and remaining trusted servants, we are all part of the group and support its decisions.”

Paths to Recovery, p. 145

Let's have a conversation!

Ask Yourselfes

- ▶ Do we frequently vote on items when not everyone fully understands because we feel time constraints?
- ▶ If we wish to change, what might we do differently?

Sharing Our Experience, Strength and Hope

- ▶ Will you share something you've learned today?
- ▶ Do you still have questions?
- ▶ How can you envision using KBDM in your Group?
- ▶ Can you envision using KBDM to help with your personal decisions? If so, come back for the next session.