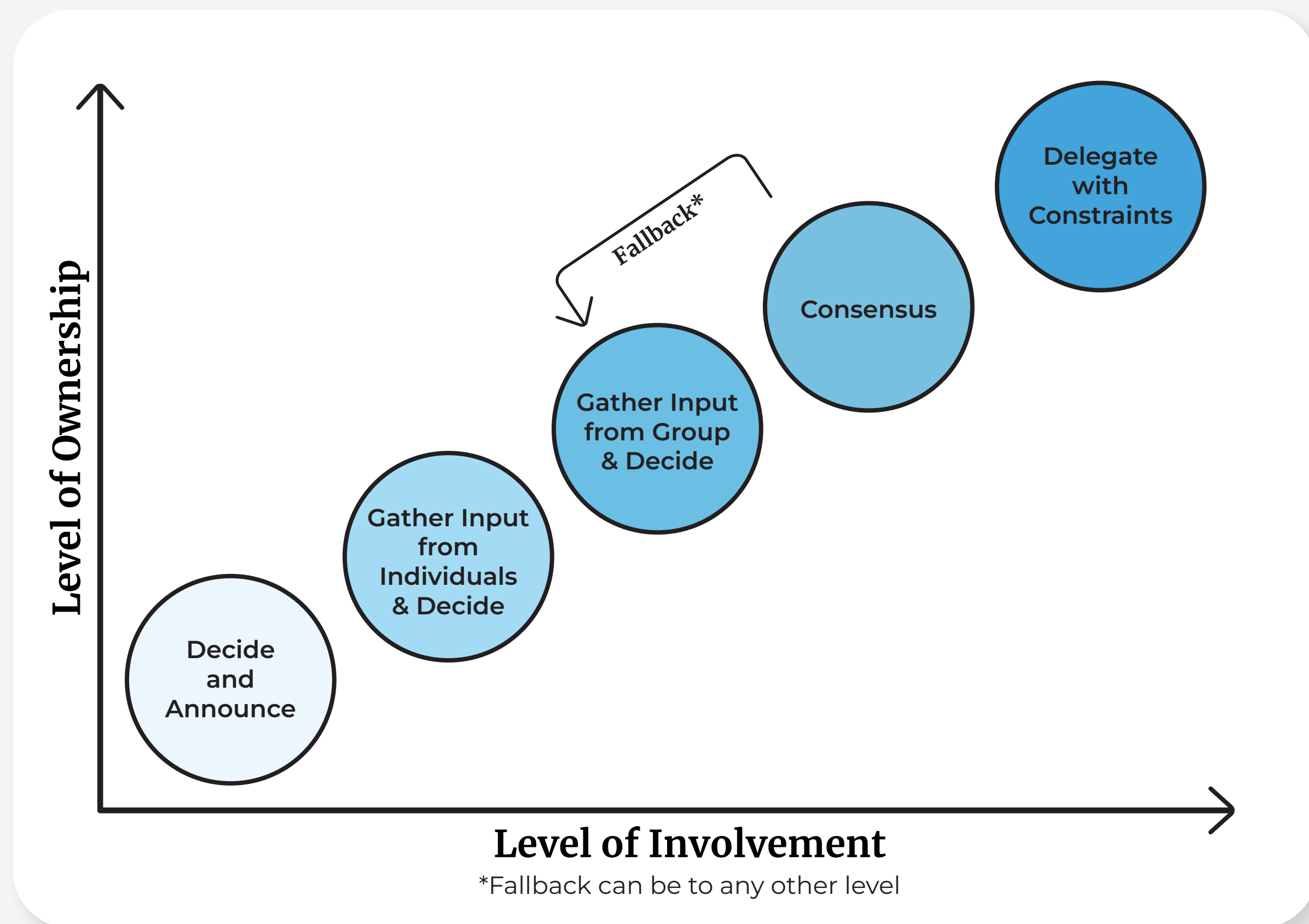


Get A Group to A Decision

IA's Decision Making Method will help everyone involved understand how decisions are being made.



As the level of involvement in decision making increases, so does the level of ownership or buy-in to the process and the outcome.

Decide and Announce

Leader makes a decision and announces it to individual or group.

Why choose this?

- Little time to make the decision without adverse impact.
- Group is likely to support and implement the decision.

Gather Input from Individuals & Decide

Leader gathers input from individuals, then makes the decision.

Why choose this?

- Need expert opinion of a few people to make informed decisions.
- Stakeholder interests are represented by selected individuals.

Gather Input from Group and Decide

Leader calls a group meeting to collect input, then they use the input to make the decision.

Why choose this?

- Very important decision to many people.
- Opportunity to build common understanding of situation and key groundwork for implementation.

Consensus

Leader and group reach a decision that everyone understands, supports, and is willing to implement. If this agreement cannot be reached within the time allowed, a fallback decision-making option is used. (*The fallback must be clear at the outset.*)

Why choose this?

- Change requires complete understanding and buy-in.
- Need expertise of entire group to design.

Delegate With Constraints

Leader delegates the decision to an individual or group with constraints set by the leader.

Why choose this?

- Little time to make the decision without adverse impact.
- Group is likely to support and implement the decision.