

Local Trust | Big Local

***Making Decisions
as a Group***

***Spring Event
2016***

‘TALK ACTION’

The Chairs Game – what happened?

Chairs What happened?

- do our thing
- confusion
- lack of communication
 - assumptions
- verging on violence
 - frustration
 - human
 - figuring out what's happening
- more chairs involved
- 2 things at once – communication + compromise

The Chairs Game – what happened?

frustration at actions of
others

focus on own task

standing back

recognition but not
communication

Issues that came up in the Chairs game that we can relate to our Big Local meetings

Closed mind - not thinking outside the box.

Not expanding on ideas so people don't share
your vision

People feel ignored / deflated

Tight agenda doesn't allow airing of new ideas
- need to put others' ideas on agenda

Drop-in sessions outside structured meetings

- ① NO CLEAR PLAN ↗
- ② - LEADERSHIP. ↘
- ③ PREPARED TO LISTEN / WATCH
- ④ NEED TO STEP BACK
- ⑤ EVERYONE HAS A VOICE
- ⑥ CONFRONTATION ?
- ⑦ BIG ISSUE "COMMUNICATION"

More issues that came up in the Chairs game that we can relate to our Big Local meetings

- Afraid to challenge others actions
- Hadn't listened carefully
- Made assumptions about what needed to be done
- Feeling of frustration at others actions
- Feeling that "someone" needed to take control
- Sense of not being able to achieve what was needed
- Lack of organisation, we were ~~un~~ unco-ordinated
- Competitiveness came out as others weren't "playing ball"
- How ~~the~~ information is interpreted by different people

Issues and solutions.....

Clear purpose
to meetings

Too formal.
no conversation

(Giving yourself)
permission
to do
meetings
in different
ways

Formal — walking
— dropping in
playful
Existing
structures
may become
obstacles.

Potential
for
conflict
(esp. with
no comms)

Breaking / Questioning
rules to
Succeed.
Norms

Balance
—
being
creative/
responsive
—
sticking
to
agenda.

frenetic
/
not room to
speak.

celebrate

Solutions ...

Listening and Understanding

- * Strong chair
- * Information in advance e.g. reports
- * Allowing space and time on agendas to clarify any queries
- * Allowing space and time for networking and 1-1's / one-to-ones for people afraid of challenging / shy
- * Make time to reflect and re-visit processes when needed and look after each other

TALK ACTION

Resources on Decision-Making:

[Active Listening in Mediation](#)

[Positions, Interests & Needs](#)

[Facilitators' Guide to Participatory Decision Making](#)

[Rhizome Guide to consensus decision-making](#)

[Consensus-Oriented Decision-Making](#)

[Crowd Wise](#)