

Group decisions done right bring more benefits than you can imagine

Highlights

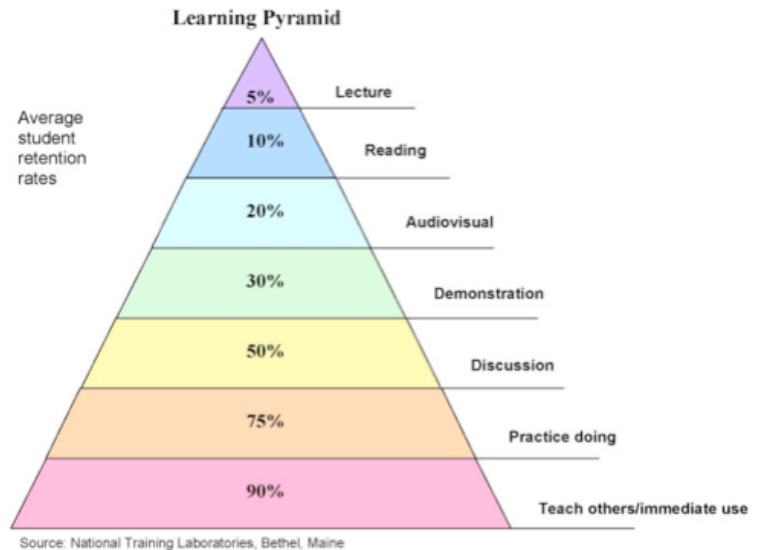
by Craig Freshley, ASTD Maine, May 20, 2014, Portland Country Club, Falmouth, Maine

Make a group decision when

- The stakes are high
- There is high risk
- You would benefit from more expertise than you have alone
- You want to “take people along”

Why we resist group decision making

- Takes longer
- It's harder
- I might have to work with “stupid people”
- There might be conflicts
- Some people might exert unreasonable influence
- I have to give up control



Most important ingredients for group decisions done right

- Collaboration
 - Everyone participates
 - Good listening
 - Seeking (not tolerating) diverse opinions
 - Invite best contributions
- Empathy and trust
- Common purpose
- Positive intentions
- Shared goal with an open collaborative process
- Open mindedness
- Structure
- Humility

