



## Knowledge-Based Decision-Making *Background and Rationale*



**Summary:** Knowledge-Based Decision-Making means information gathering and discussion *before* a possible solution is crafted and a decision is made.

### **The essential elements of the KBDM process are:**

- Open communication between all members.
- Dialogue *before* deliberation and decision.
- All decision-makers have common access to full information.
- The idea that everyone participates is a spiritual principle. The KBDM process models this principle.
- Opinions are backed up by experience, principles, or knowledge.
- We are all equal and everyone is valuable. We respect all ideas and do not tolerate domination.
- We speak and listen in a culture of trust and good will.

### **Why it is a good model** (from *Conference Summary*, 2006).

- It allows thorough examination of issues without an end in mind.
- It is not necessary to choose sides or develop evidence with an end in mind.
- It allows those who make the decision to become far less important than the fact that a good decision is made.
- The outcome is not as important as the way we got there (discussion and an environment that encourages healthy thinking).
- It provides for open dialogue, so everyone's needs are heard, expectations and preferences are acknowledged, and ethical dimensions are considered.
- How we talk and listen to each other is more important than the decision we come to. Our Higher Power is present in the process of speaking and listening.
- *Conference Summary:* <http://al-anon.org/members/pdf/summary/2006summary.pdf>

### **KBDM alignment with Al-Anon Principles**

- Tradition #1: Our common welfare comes first; personal progress for the greatest number depends upon unity.
- Concept #4: Participation is the key to harmony.
- Concept #5: The rights of appeal and petition protect minorities and insure that they be heard.
- General Warranty #3: All decisions be reached by discussion, vote, and whenever possible, by unanimity.

## **The benefits for our groups**

- Group members are more likely to support the decision made.
- Group effort is more likely to yield better results.
- Participants become part of the process, more voices are heard, and more solutions are generated.
- There is recognition that responsibility for action rests on everyone.
- Actions tend to lean toward the greater good for the organization.
- Negativity is diffused.