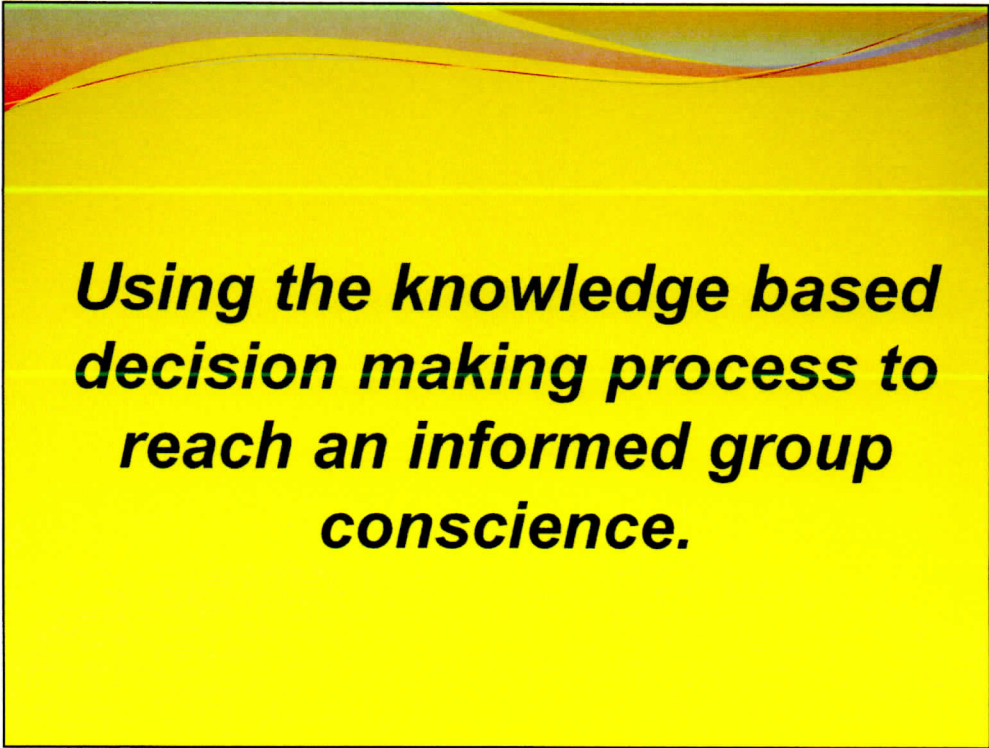


KBDM

Introduction and Refresher

Using the knowledge-based decision making process to reach an informed group conscience.



***Using the knowledge based
decision making process to
reach an informed group
conscience.***

Knowledge-Based Decision Making for an Informed Group Conscience (KBDM) is not really a new idea, but it is a different method of conducting the business of Al-Anon which has been introduced and put into practice at the WSC over the past several years. It has proven to provide the means for our spiritual principles to guide our decisions rather than a set of rules to which we must adhere.

The key word is “informed”. As opposed to Roberts Rules, all concerns and questions about an issue are brought to the floor before a motion is made. Everyone has access to the same information and there cannot be manipulation of the process.

Why do we think it is a good model for Al-Anon?

- Allows thorough examination of mega issues
- It takes the personality out of the decision
- It is a process for ongoing strategic thinking

It allows thorough examination of mega issues without an end in mind. One example might be the development of the Behavior and Safety Requirements for those in Alateen service.

It takes the personality out of the decision. We deal with Facts, not persuasion by any one member's opinion. We can get to the clarity of an issue to decide what is best for Al-Anon as a whole. Reference Tradition One.

It is a process for ongoing strategic thinking. By continuing to examine issues and with the clarity achieved, we can evaluate how our decisions effect the future of our fellowship. Our wants and needs can be placed in perspective, and the long-term approach to meet our goals can be evaluated and reevaluated as needed.

Why do we think it is a good model for Al-Anon?

- Allows us to develop a reputation for value and being nimble
- It allows us to build a culture of trust and open communication

Allows us to develop a reputation for value and being nimble. Nimble, meaning flexible and fair. Concept Nine talks about good personal leadership. We have policies and standards of practice. We will know that all of our proceedings will be fair and better decisions will be made.

It allows us to build a culture of trust and open communication. We all have the same idea in mind: “What is the best thing for Al-Anon as a whole?” No one wants to hurt the program. There is not a culture of “us” v “them.”

The Five Elements of KBDM

There are Five Elements of KBDM

Five Elements

- 1. Open communication between leadership and membership**
- 2. Dialogue before deliberation**

1. Open communication between leadership and membership which is simply talking to each other and reasoning things out. Leadership is not making decisions for the fellowship as the membership is part of the conversation.
2. Dialogue before deliberation. Without being bound by a motion first, all concerns are addressed, questions asked, usually without a time limit. This gives everyone (who has voice) who wants to be heard, the opportunity to speak.
3. This includes positive, negative and the minority opinion. Sometimes, after hearing all sides of an issue, no motion is needed. Many times, all we really was the information and the discussion.
4. The principle that is important for me to remember is that the God of each of our understanding is present for all dialogue, deliberation and decision and that I accept the outcome of the group conscience whether I agree or not. I have the right to my point of view, but I don't have the right to be right. (R. Buchanan)

Five Elements

3. **All those involved in the decision will have full access to all information**
4. **We have confidence in the competency of our partners**
5. **We exist in a culture of trust**

“Presume Goodwill”

3. All those involved in the decision will have full access to all information. Concept Four tells us that participation is the key to harmony, but it does not say that everyone is invited to participate. We are invited to participate if it is in our role as part of the decision-making body (for example, GRs at the Assembly or District meetings). With that comes trust that the information will be used to prepare us for dialogue. When a decision is made, it is important that we recognize and support the group conscience whether we agree with it or not. This also means that the discussion isn't carried on without everyone being present (so that everyone is party to the same factual information.)
4. We have confidence in the competency of our partners. “Presume Goodwill.”
5. We exist in a culture of trust. Trust is a spiritual that comes with recovery. As Al-Anon members, we place great value on trust. We learn to have a firm belief that none of us would ever knowingly do anything to hurt Al-Anon. Many times, we simply need more information for the understanding that lets us lighten our load, let go of fear, and experience trust. Our love of the program is exemplified by acting in the best interest of Al-Anon without personal agenda.



How does this relate to the Twelve Concepts of Service? It is based on mutual trust, designated authority (traditional and legal), participation, leadership, the right of decision and our spiritual foundations.

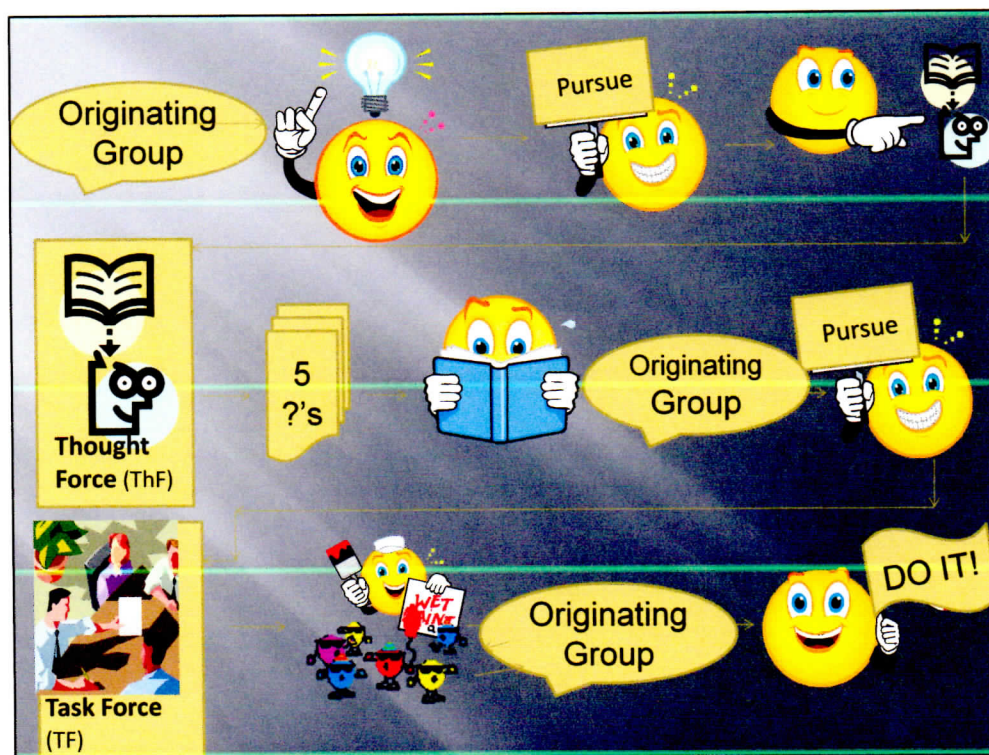
Questions at this point? Please make a note of them and we will cover at the end as time permits.

New Terms

- Thought Force (ThF)
- Task Force (TF)
- Work Group (WG)
- Still have Standing and limited Selected Committees

We can still have standing Committees, such as, Policy, Finance, Nominating

What we have previously referred to as “ad hoc” committees are now Thought Forces. Thought Forces are appointed to investigate, brainstorm, propose strategies as they may relate to a specific topic, need or concern of our membership. This direction can come from anywhere (board, Assembly, AWSC). Careful thought is given to the ThF’s creation and purpose. We don’t commit to a ThF on the spot in a meeting. The suggestion to have a ThF is taken back to the Board, which will select perspectives and mission. The Chairman then appoints the ThF.



Let's walk through the process:

1. The originating group can be the board, Assembly or other.
2. The board evaluates the suggested topic and if approved, the Chairman appoints a Thought Force and the Board gives the ThF direction (their "charge".)
3. The Thought Force works by brainstorming, fact-finding, evaluating the topic with the use of 5 questions (to follow) and suggests strategies for implementation
4. The Thought Force reports to the originating group periodically during the process to report progress, be sure they are on the right track to answer the charge
5. Once the process is complete, a report with the framing of the issue is presented to the originating group (Assembly, etc.). Discussion before deliberation follows and it may be that the body does not want to do anything, however, if there is agreement that one of the strategies should be pursued, a Task Force is appointed
6. The Task Force puts together a plan as to how to implement the action decided upon. Back to the originating group. If the plan is approved,
7. A Work Group carries out the tasks necessary for the implementation of that strategy

The KBDM Questions

1. What do we know about our membership's needs, wants and preferences that is relevant to this discussion?

Here are the KBDM Questions that we use to gather the thinking. Sometimes we may tweak a word or two, but the basic idea is in these questions.

1. What do we know about our membership's needs, wants and preferences that is relevant to this discussion? For this purpose, "membership" is this body (Board, District, meeting, Assembly, Conference, etc.)

You will be answering "**What do we know about our membership's needs, wants and preferences?**"

The KBDM Questions

2. What do we know about our “capacity” (resources) and strategic position of our fellowship that is relevant to this discussion?

2. What do we know about our “capacity” (resources) and strategic position of our fellowship that is relevant to this discussion?

You will be answering the question... **What do we know about our resources?**

The KBDM Questions

3. What do we know about the current realities and evolving dynamics of our fellowship's environment that is relevant to this discussion?

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You will be answering ... What do we know about the changes happening within our world around us, within our community and that are relevant to this discussion? (This could mean the economy, conflicts, culture, etc.)

The KBDM Questions

4. What are the ethical implications of our choices?
(the Pros and Cons)

4. What are the ethical implications of our choices? (the Pros and Cons)

What is meant by “ethical” in this question, is how will our choice effect others. You will list pro and con for each possible choice.

The KBDM Questions

5. What do we wish we knew but don't?

5. What do we wish we knew but don't? Maybe one of these answers is "What are the unintended consequences of our actions?"

What is your part in the process?

- Participate in the dialogue
- Practice our principles
- Let it begin with me
- Allow as much time as it takes

- Participate in the dialogue. Everyone with voice can choose to participate in the dialogue. No discussion outside the group without everyone present.
- Practice our principles as suggested in Concept Five when it talks about respecting the minority. “The well-heard minority, therefore, is our chief protection against an uninformed, misinformed, hasty, or angry majority.” (Service Manual, p. 182)
- Let it begin with me. I have the right and responsibility to share my knowledge, experience, opinion relative to the facts presented.
- Allow as much time as it takes. The process of understanding what can be a complicated issue can take time. Everyone’s questions need to be considered.