

## Collaborative Decision-Making Methods

<b>Consensus</b>	<b>Democratic (Majority)</b>
<p><u>Elements:</u></p> <p>“Win-win”            Participation is inclusive            Joint responsibility for success            People are informed            Common problem definition            Participants educate each other about issue            Multiple solutions/options identified            Shared responsibility for overseeing implementation of solutions</p> <p><u>When to use:</u></p> <p>Issues are complex            Many parties are involved            No one organization has decision making power            Long term planning decisions            Issues are negotiable            Parties willing to participate</p> <p><u>Potential pitfalls:</u></p> <p>Takes time            Requires high level of communication            Facilitator bias</p>	<p><u>Elements:</u></p> <p>“Win-lose”            Support from more than 50% of group            Options fully discussed with members            Results in a “losing” group            Losing side agrees to support decision            “Winners” usually take on key leadership to implement solutions</p> <p><u>When to use:</u></p> <p>Group needs to decide “meta” issues            Issues are less complex and require less group buy-in            Parties agree to abide by decision and process            Many parties are involved            Issue requires immediate response</p> <p><u>Potential pitfalls:</u></p> <p>Potential for creating “silos” or factions            Lack of group commitment to implementing actions            Losing potential buy-in/options of the other 50%</p>

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<p><b>Delegation</b></p> <p><u>Elements:</u></p> <p>Delegation of decisions to small groups, committees, ad hoc groups          Gain specialized knowledge, skills, or resources required to make certain decisions          Small group often comprised of individuals most affected by a decision          Report back to large group with recommendations or decision          Increases productivity in larger governance structures          Saves time</p> <p><u>When to use:</u></p> <p>Specialized information, skills, knowledge needed          High level of trust exists in the group          Potential to motivate, inspire less representative groups          To create deeper understanding and community-specific solutions</p> <p><u>Potential pitfalls:</u></p> <p>Requires clarity on the authority to act          Agreed upon mechanisms for large group reporting          Maintain connection to the vision/goals at the coalition-wide level and accountability          Appearance of “favoritism” based on who participates at the small group level</p>	<p><b>100%</b></p> <p><u>Elements:</u></p> <p>Everyone agrees to the decision          People are informed          Common problem definition          Everyone commits to implementing solution          May take more time          Often considered a sign of solidarity, unity</p> <p><u>When to use:</u></p> <p>Great deal of general agreement          Issues requires full commitment of resources          To build or re-build trust          Actions require talents and assets of all members</p> <p><u>Potential pitfalls:</u></p> <p>May not reach any agreement because of the 100% rule.          Time constraints          Group may not be able to move forward          Impatience with process of debate          Decisions based on use of power or fear</p>
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