

KNOWLEDGE BASED DECISION MAKING

INCEPTION: At the 2006 World Service Conference the Chairperson of the Board of Trustees shared her experience of how knowledge based decision making process worked for the Board since January, 2001 and their vision of how it could work for the conference returning to the way our Co-Founders, Lois . and Anne B., had intended it to be. Therefore the Board has chosen to adopt the Knowledge based decision process as well as our Area 53 East Texas Area Al-Anon Alateen Assembly because it realigns the conference with its original purpose and process. "Everything old is new again, because making decisions in this way is not something new". This process returns Al-Anon to its original roots.

HOW IT WORKS: The idea is talked about first to see if the Area agrees with all or part of it. Background information is shared and discussed with those responsible for making a decision. Then, if idea is accepted, a decision can be made through a motion and vote. Each Al-Anon member is a valuable resource for the good of Al-Anon as a whole. Inviting everyone to be a part of big thinking, to collaborate with confidence. The Al-Anon communication process is circular within the organization. It's about knowing what you need to know to make a decision. You must be informed because your primary role is to make decisions at our Assembly, come to an understanding of the information being provided, and then be able to articulate it. Use each other as a resource. It's about trust.

FOUR ESSENTIAL ELEMENTS:

- 1) Open communication between leadership and membership
- 2) Dialogue before deliberation
- 3) All decision makers having common access to full information.
- 4) It exists in a culture of trust

Why is it a good model?

It allows thorough examination of mega issues without an end in mind.

It allows those who make a decision to become far less important than the fact that a good decision is made

It allows us to develop a reputation for value and nimbleness in carrying the message.

WHAT DOES THIS MEAN FOR AL-ANON AS A WHOLE: It provides Al-Anon with a culture built on trust and communication, a reputation for value.

BENEFITS:

Group members are more likely to support the decision being made.

Group effort is more likely to yield better results

Participants become part of the process, more voices are heard, more solutions generated.

Recognition that responsibility for action rests on everyone

Actions tend to lean toward the greater good for the organization

Negativity is diffused.