

# KBDM

Knowledge Based  
Decision Making

# Purpose of this Presentation

- ▶ An **introduction** to the
  - ▶ Reasons why it is a good fit for us
  - ▶ KBDM terms & some references
  - ▶ Overview of the process

# Advantages of KBDM

- ▶ Discussion does not start with a motion; thereby limiting the discussion to the motion.
- ▶ Allows thorough examination of issues without an end or an action in mind.
- ▶ Avoids a “for and against” atmosphere.
- ▶ Allows for decisions to be more important than who makes the decisions.
- ▶ No time limit on discussion.
- ▶ Allows the minority opinion to be heard.
- ▶ Does allow for a **conversation**. Often that is enough, a motion may be unnecessary.

# Reference for information:



# Talk to each other and reason things out...

Al-Anon has always known how to handle its business affairs in a way that ensures that:

- ▶ Every voice is heard.
- ▶ Every voice is important
- ▶ The good of the group comes first
- ▶ The outcome is beneficial to most

We call it group conscience

# KBDM has four basic elements

1. Open communication between leadership and membership
2. All decision makers have common access to full information
3. Dialogue before Deliberation
4. We exist in a culture of trust by having Confidence in the competence of our Partners. “Presume Goodwill”

# An **INFORMED** group conscience

“In order to make an informed group conscience decision, members **need access** to all the information about the issue they are being asked to discuss, they need **clarity** on what their discussion hopes to accomplish, and they are asked to **trust** each other’s motives and capabilities. By **sharing information** as equals, **taking time** for discussion, and maintaining **principles above personalities** during the discussions, groups are often able to reach unanimity in their decisions.”

Al-Anon/Alateen Service Manual &

Groups at Work, p. 51

# More new terms....

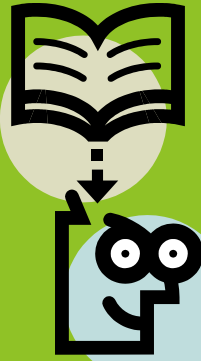
- ▶ Work Group (WG)
- ▶ Thought Force (ThF)
- ▶ Task Force (TF)



Originating Group



Pursue



Thought Force (ThF)

4  
?'s



Originating Group

Pursue



Task Force (TF)

Originating Group

DO IT!



# Introduce the 4 KBDM Questions

- ▶ 1. What do we know about our members' or prospective **members' needs** that is relevant to this discussion?  
What do we wish we knew, but don't?
- ▶ 2. What do we know about the **resources and our vision** for the organization that is relevant to this discussion?  
What do we wish we knew, but don't?
- ▶ 3. What do we know about the **current realities and evolving dynamics** of the world and our fellowship that is relevant to this discussion? And what are the Pros and Cons?  
What do we wish we knew, but don't?
- ▶ 4. What are the **ethical implications** of our choices?  
What do we wish we knew, but don't?

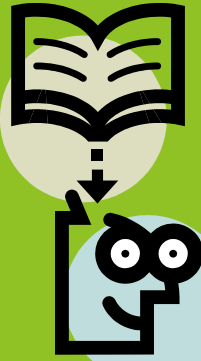
# The KBDM Questions



Originating Group



Pursue



Thought Force (ThF)

4  
?'s



Originating Group

Pursue



Task Force (TF)

Originating Group

DO IT!



# Sharing Our Experience, Strength and Hope

- ▶ Will you share something you've learned today?
- ▶ Do you still have questions?