

Integrative decision making process

Present Proposal

Who Speaks: Proposer Only

The proposer states their proposal and, optionally, the tension it is attempting to resolve. No discussion or responses.

Clarifying Questions

Who Speaks: Anyone Asks, Proposer Answers; Repeat

Anyone may ask a clarifying question to better understand the proposal. The proposer either responds or says "not specified in the proposal". No dialogue, no discussion, no reactions disguised as questions.

Reaction Round

Who Speaks: Everyone Except Proposer, One at a Time

Each person in turn is given space to react to the proposal however they see fit. No discussion or responses.

Amend & Clarify

Who Speaks: Proposer Only

The proposer may optionally clarify the proposal or make quick amendments to the proposal based on the reactions, or else say "no amendments or clarifications". No discussions or responses.

Objection Round

Who Speaks: Everyone Including Proposer, One at a Time

The Facilitator asks each person in turn "Do you see any reasons why adopting this proposal would cause harm or move us backwards?" (an "Objection"). Each person responds either "No Objections", or "Objection" and states their Objection(s) without discussions. Objections are captured by the Facilitator. If no Objections surface, the proposal is adopted.

Integration

Who Speaks: Anyone Open Discussion

Open discussion, focused around each Objection, one at a time. The goal is to amend the proposal into a workable approach for addressing just the tension behind the original proposal. Once all charted Objections are resolved, go back to the Objection Round.

STEERING MEETING

Testing Objections

(A) The proposal would compromise the efficiency of the circle.

Is this an argument why this proposal would hamper us or cause harm.....

Yes = objection

If so, how...?

... or is it a better idea or something else of importance that we should take into account?

Yes = objection NOT valid

(B) The proposal, if adopted, would create new tension.

Would this issue emerge as a direct result of adopting the proposal.....

Yes = objection

If so, how...?

... or does the issue already exist, regardless of whether or not we adopt this proposal?

Yes = objection NOT valid

(C) The objection is either based on current data or has to be accepted as justified because the proposal cannot be adjusted at a later date.

If the objection is based on current data and facts.....

In event of assumptions: is there any reason why we cannot adjust the proposal after receiving more data.....

Yes = objection

... or on assumptions regarding the future?

...or is it safe enough to be tried out – knowing that we can re-address the topic at any time?

Yes = objection NOT valid

(D) The objection would be a tension factor which your role can process.

Does this proposal restrict any of your roles

Yes = objection

If so which ...?

..... or are you trying to help another role or the circle?

Yes = objection NOT valid

(E) The proposal is contrary to the constitution/rules of procedure.

i.e. "not the valid result of a steering meeting"

"The proposal does not fall within the circle's sphere of competence" Zuständigkeit des Kreises."