

Group Decision Making

Skill Module

Decision Making Options

- In small groups, identify work situations where you would recommend each of the following options for group decision making:

- Unilateral

- Delegation

- Consultation

- Voting

- Consensus

Personal Preferences for Group Decision Making Options

- *Select the decision making option that you personally find most comfortable when you are leading a small or medium sized group and select the option that you personally find most uncomfortable:*

	<i>Most Comfortable</i>	<i>Most Uncomfortable</i>
– Unilateral	_____	_____
– Delegation	_____	_____
– Consultation	_____	_____
– Voting	_____	_____
– Consensus	_____	_____

- **Step 1:** *Go to the designated area in the room where you are most comfortable*
 - *Form small groups of 2-3 people to discuss why you made this choice*
- **Step 2:** *At the instructor's prompt, go to the area where you are most uncomfortable*
 - *Form small groups with 2-3 different people and discuss why you made this choice*
- **Step 3:** *Be prepared to discuss with the full class your insights or observations*

Consensus Decision Making

- Consensus Principles:

- Need not be everyone's first choice
- Disagree without being disagreeable
- Everyone should be at least 70% comfortable with the decision and 100% willing to defend the decision as the group's agreement

(based on the consensus principles utilized by the UAW and Saturn Corporation)

- Checking for consensus -- three questions to ask:

“Is everyone in agreement?”

“Does anyone disagree?”

“Do we have a consensus?”

Leadership Style and Stages of Group Development

- Stages in Group Development:
 - Forming
 - Storming
 - Norming
and
Performing
- Situational Leadership
 - Directing
 - Mediating
 - Coaching
and
Mentoring

What are the implications for group decision making?