Reaching an Informed Group Conscience
Using Knowledge-Based Decision-Making (KBDM)
Purposes of the workshop

- Informed group conscience
- Group decisions
- Spiritual principles
- KBDM process
Informed group conscience
Informed group conscience

Our principles are spiritual...

“It may be helpful for the group to review these principles prior to group discussions.”
Informed group conscience

“The guiding principles for the group conscience are always the Twelve Traditions and the Twelve Concepts of Service.”

Groups at Work p. 53
Group decisions
Collective wisdom

“... we seek spiritual guidance for our groups in the same collective wisdom. We call this a ‘group conscience,’ the voice of the majority of members. We believe it represents the greatest good for the greatest number.”

How Al-Anon Works (B-22), p. 110
Spiritual Principles

Decision Making
“For our group purpose there is but one authority - a loving God as He may express Himself in our group conscience. Our leaders are but trusted servants - they do not govern.”
Spiritual principles

► Open-mindedness
► Equality
► Unity
► Responsibility
What is Knowledge-Based Decision-Making?

How does it fit Al-Anon?
Does our current process allow us to reach the best decision possible?
Talk to each other reason things out....
Knowledge-Based Decision-Making

Is KBDM aligned with our spiritual principles???
KBDM has five basic elements

1. Open communication
2. Dialogue before deliberation
3. Common access
4. Culture of trust
5. Confidence in our partners
Open communication

“We need only contribute our personal experience, strength and hope honestly; listen to each other respectfully; …”

*Paths to Recovery (B-24), p. 133*
Open communication

“Today I believe the process of discussion, review of our literature, and a vote is a good way for our group to make decisions that just about everyone can accept.”

*Paths to Recovery* (B-24), p. 149
Common access

► Robert’s Rules of Order

► Knowledge-Based Decision-Making
Dialogue before deliberation

“...listens to all ideas of the group and collects all pertinent information available before deciding...”

Paths to Recovery (B-24), p. 151
Dialogue before deliberation

“Some simple group decisions may be decided quickly; however, others may take time. It is by taking the time necessary to hear from all members who want to participate that a group conscience evolves.”
Dialogue before deliberation

“I must consider all of the facts and examine the possible consequences. I have to learn to take time and think things through.”

*Paths to Recovery* (B-24), p. 151
We exist in a culture of trust

“We start by trusting a Higher Power and continue by learning to trust each other.”

*Paths to Recovery (B-24), p.145*
We exist in a culture of trust

“Over time we learn to recognize and accept that in the long run the wisdom of the group, informed by thorough discussion and guided by a Higher Power, ultimately will be the best for the group and its individual members.”

*Paths to Recovery* (B-24), p.146
Confidence in our partners
Consider:

1. Do we announce the topic on our agenda ahead of time so no one is surprised?

2. Do we provide adequate background information to everyone involved ahead of time?

3. Do members have the opportunity to ask questions?
Consider:

4. How can we create and maintain an atmosphere of trust in our Assembly?

5. Do we have confidence in the competency of our partners?
How does KBDM help us?

- Allows time for collection of information to help us make decisions
- Helps us decide if a topic is one we want to pursue
Spiritual Principles:

Equality  

Respect  

Trust  

Humility  

Unity
We accept the group conscience:

- Trust in our Higher Power
- Hear everyone’s ideas
- Present pertinent information
- Use spiritual principles
- Discuss as needed
- Adhere to the unenforceable

(Twelve Traditions)

Directed by Higher Power
In summary:

“By being part of an informed group conscience, gathering the information we need, letting our loving God guide us, and remaining trusted servants, we are all part of the group and support its decisions.”

*Paths to Recovery* (B-24), p. 145
KBDM Process

- Provide background and framing
- Send out questions
- Compile responses
- Share the responses
- Discuss
KBDM Questions
What do we know about our members’ or prospective members’ needs that is relevant to this discussion?
Question 2

- What do we know about the resources and our vision for the organization that is relevant to this discussion?
What do we know about the current realities and evolving dynamics of the world and our fellowship that is relevant to this discussion?

What are the Pros and Cons?
Question 4

- What are the ethical implications of our choices?

In other words:

- Will our decision be consistent with our spiritual principles?
Question 5

- What do we wish we knew, but don’t?
Decision...

Brownies anyone?

May I have this slice?

Choco Chewy Brownies.

Choco Drizzle Rizzle.

Sticks and squares.
Let’s have a conversation!

- What did I learn about KBDM today?
Sharing our experience, strength, and hope

- Will you share something you’ve learned today?

- Do you still have questions?

- How can you envision using this model in your Area?