In-house Training
Navigating Group Decisions

If you've tried doing group decisions through consensus, you've probably felt the drag: progress gets stalled, small disagreements blow out of proportion, people disengage, etc.

So the big dilemma is: how to be effective and inclusive in decision-making? Can we be fast, and fair? Our answer: Absolutely!

When it comes to collaborative decision making, there seems to be a common misconception: that team decisions are either autocratic (one person makes it) or the entire team deliberates until there's unanimous agreement. But we are here to challenge that myth.

In this course your team will learn:

- 4 different collaborative methods: we’ll distinguish Consensus from Consent, introduce the Advice Process, and discuss how to set up clear Mandates.
- What each method is best suited for, and how to adapt them to match your context.
- You will get started on developing (or improving) you Decisions Protocol - a clear compass to navigate decisions more effectively
- Understand common pitfalls & design experiments to deal with the decision challenges you face.

By the end of this workshop, your team will have shared understanding & language &; and clear action steps to improve your team's decision-making.
Workshop Content

Theory
- Learn about the 4 methods: Consensus, Consent, Advice, Mandate; pros, cons and how to use them.
- What each method is best suited for and how to choose when to use each.
- Common pitfalls of collaborative decision-making

Practice
- Group game to practise the different methods.
- Process to better understand where your team gets stuck in decision making, and design experiments to get unstuck.
- Process to start developing (or improving) your Decisions Protocol & adapting the methods to suit your team context.
- Practice making decisions on the actions and next steps you’ll take together.

Training Options

Online
If running the training online is the best option for your team, we suggest splitting it over 4 calls of 2 hours each, that can be delivered in consecutive days, or spread out across multiple weeks (eg, 2 calls a week, or once a week for a month).

In-person
We can run the training in person over one full day, or we can adjust the length according to your team's needs and capacity.

For example we have worked with teams that bring us to their team retreat. We host the training over 2 mornings, leaving the afternoon for their team conversations.

Integration
We suggest adding time for integration after the training, to crystallise the lessons and embed the practices into the day-to-day of the team. For this purpose, we suggest booking a few hours of coaching & advice with us over the next few weeks or months after the training. The hours can be with the whole team, or a small group with the mandate to keep working on improving your decision-making.

Those hours can be a good way for the team to stay accountable to the agreed next steps, get unstuck on challenges with our support, and design iterations to your processes.
**What people say about our course**

“This workshop gives a wonderful overview of protocols and methods to aid organisations in effective decision making. I recognized some of the pitfalls my organisation has encountered and it gave me confidence in recommending experiments to try and how to help ensure those experiments are productive” - Kevin Triplett, volunteer, Emergent Commons

“This course was a very valuable source of inspiration to take another stab at creating a Decisions Protocol with my team. A good mix of learning from The Hum extensive experience, exercises to ground the learning, and digesting in dialogue together with the whole group” - Line Mørkbak, Facilitator of Collaboration, Global LEA

"Nati & Rich have done an amazing job of simply articulating the complexity of decentralised organising. Their ability to do this is rooted in a depth of practical experience that shines through. This course has done a great job of equipping me with the knowledge, processes and practices to bring decentralised organising into my work in a whole new way.” - Daniel Ford, Senior Strategist, Forum for the Future

**Our Training Methodology**

Our training method combines several elements:

- We don't have a dogmatic commitment to one framework, we draw from many schools of thought, and from our own experience.

- We focus on practice, interaction and personal reflection over heavy content presentations.

- We support different learning styles - e.g. we have content with visuals, we make space for journaling and silent reflection, we encourage sharing and practice in different group sizes (pairs, small groups, full group), we bring the body into the picture.

- We are trauma-informed - we emphasise consent (everything is optional), and we share nervous system regulation practices to help people stay in (and expand) their window of tolerance for discomfort. This means participants pay attention to their physical sensations, so they can venture out of their comfort zone intentionally, without forcibly overriding their own safe boundaries.

- We don’t arrive with predetermined solutions, instead we facilitate conversations for people to co-design solutions that are right for them.
# Budget

**Notes:**
- Our pricing is on a sliding scale according to the budget or size of the organisation.
- Price includes admin, scheduling and communications with the team to prepare.
- VAT (22%) not included in the price. If your organisation is VAT registered we will do the invoice under the Reverse Charge agreement within the EU.
- For in-person training travel & accommodation costs will be covered by the client.

## Budget According To Different Options

<table>
<thead>
<tr>
<th>Service</th>
<th># facilitators</th>
<th>Hours</th>
<th>4-10 ppl / low budget</th>
<th>10-30 ppl / mid budget</th>
<th>30-50 ppl / high budget</th>
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<tbody>
<tr>
<td>Online training</td>
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<td>€180</td>
<td>€200</td>
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</tbody>
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Please reach out if you have any questions or if you want to discuss the options and how we can adjust them to your needs. Contact us at contact@thehum.org

Warmly

The Hum team