

# KBDM

Knowledge Based Decision Making

Using the knowledge based decision making to reach an informed group conscience

## Why do we think it is a good model for Al-Anon?

- Allows thorough examination of mega issues
- It takes the personality out of the decision
- It is a process for ongoing strategic thinking
- Allows us to develop a reputation for value and being nimble
- It allows us to build a culture on trust and open communication

## Five Elements of KBDM

- Open communication between leadership and membership
- Dialogue before deliberation
- All those involved in the decision will have full access to all the information
- We have confidence in the competency of our partners. "Presume Goodwill"
- We exist in a culture of trust

## The KBDM Questions

1. What do we know about our membership's needs, wants, and preferences that are relevant to this discussion?
2. What do we know about our "capacity" (resources) and strategic position of our fellowship that is relevant to this discussion?
3. What do we know about the current realities and evolving dynamics of our fellowship's environment that is relevant to this discussion?
4. What are the ethical implications of our choices? (Pros and Cons)
5. What do we wish we knew but don't?

## What is your part in the process?

- Participate in the dialogue
- Practice the principles
- Let it begin with me
- Allow as much time as it takes

In taking a spiritual approach to matters of group conscience, the fellowship follows a process called Knowledge Based Decision Making. Rather than debating the pros and cons of a proposed motion, Knowledge Based Decision Making encourages non-adversarial discussions; a motion is proposed, if at all, only after the issue has been clarified by discussion and everyone has enough information to make an informed decision.

Since everyone has a common interest in what is best for Al-Anon as a whole, motions that follow open discussion are often passed with unanimity or substantial unanimity. When the discussion indicates that there will not be substantial unanimity on a matter, the issue is usually referred to a Committee or Thought Force for further study and possible re-consideration by a future fellowship group. The fellowship determined that a two-thirds majority would represent substantial unanimity for any motion to pass.

### Resources:

- 2012 SWRDM
- Notes from the 50<sup>th</sup> annual (2010) World Service Conference – Al-Anon's largest Group Conscience
- Inside Al-Anon Family Groups, *The Forum*, July 2010, pg. 17