



2023 Annual
Conference
November 13-15
Nashville, TN

Getting to Consensus

Hunter Consulting – Marilyn Hunter

Please Note:

- I will have you moving around and sitting in different chairs during this session
- If you can keep your belongings contained in a small area would be great.
- You won't need your computers for this session, so you can put your backpacks or carrying cases up against the walls.



Introductions

Are you a 1st time attendee to the AgGateway Annual Conference?

Who & Where - Name, Company Name & Title

Is there anything specific you hope to learn or get help with in this session?



Purpose:

To give you a better understanding about conflict and help you with ways to lead a group to consensus (which doesn't necessarily mean 100% agreement).

Key takeaways:

- What is consensus?
- What are the 3 reasons people disagree?
- Process techniques to help get your group to consensus





Process Re-engineering

Slides & Handouts

Email:
member.services@aggateway.org

Exercise Retreat Location



- Imagine that your team is planning a 3-day retreat for the 2nd week in January (which ½ day is team building outside).
- Would you prefer a retreat in a beautiful warm beach area (Miami, San Diego, Clearwater, etc.) or in a beautiful mountain area with snow skiing (Lake Tahoe, Breckenridge, Vail, etc.)?
- Those that prefer the beach, please line up on the wall to my right.
- Those that prefer the mountains, please line up on wall to my left.



Exercise Retreat Location



- Assign new tables.
- At your new table, select someone to lead the discussion (which means they won't be making the decision), they will be capturing the information and making sure everyone has a chance to share their option.
- You'll have 10 minutes to come to full consensus on whether your table should go to the mountains or beach for your retreat.
- When the alarm goes off, the leader at each table will give a brief report out on the process.





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Report Out of Each Table

Decision Making or Consensus?

Why is it important to decide if you're looking for how to make a decision or if you want to have a group consensus?

How would you define consensus?



Decision Making & Consensus

- What method will the group make decisions up front?
 - Leader decides?
 - Leader has veto rights?
 - Ballot?
 - Majority rules or supermajority (more than 60%)?
 - When all heads are nodding at the same time?
 - Colored cards?
 - 5 finger consensus?
 - Full consensus?
- It's good when your group is making a decision, that you clarify what consensus is.
 - "I can live with it and I will support it".



Those Coming to Consensus

- You want everyone in the room to be able to make a statement like:
 - *“If I were making this decision on my own I would not necessarily go in the direction that the group is going. However, I have had the opportunity to share my thoughts & people have understood my view. Although I have been unable to move the majority to my position, I believe I have been heard and my needs have been considered. Therefore, I am willing to support the group’s decision now and in the future.”*



3 Reasons People Disagree



Category 1 – *Lack of shared information*

- Not clearly heard or understand each other's alternative & reasons for supporting it.
- Assumptions may be made

Category 2 – *Different Values or Experiences*

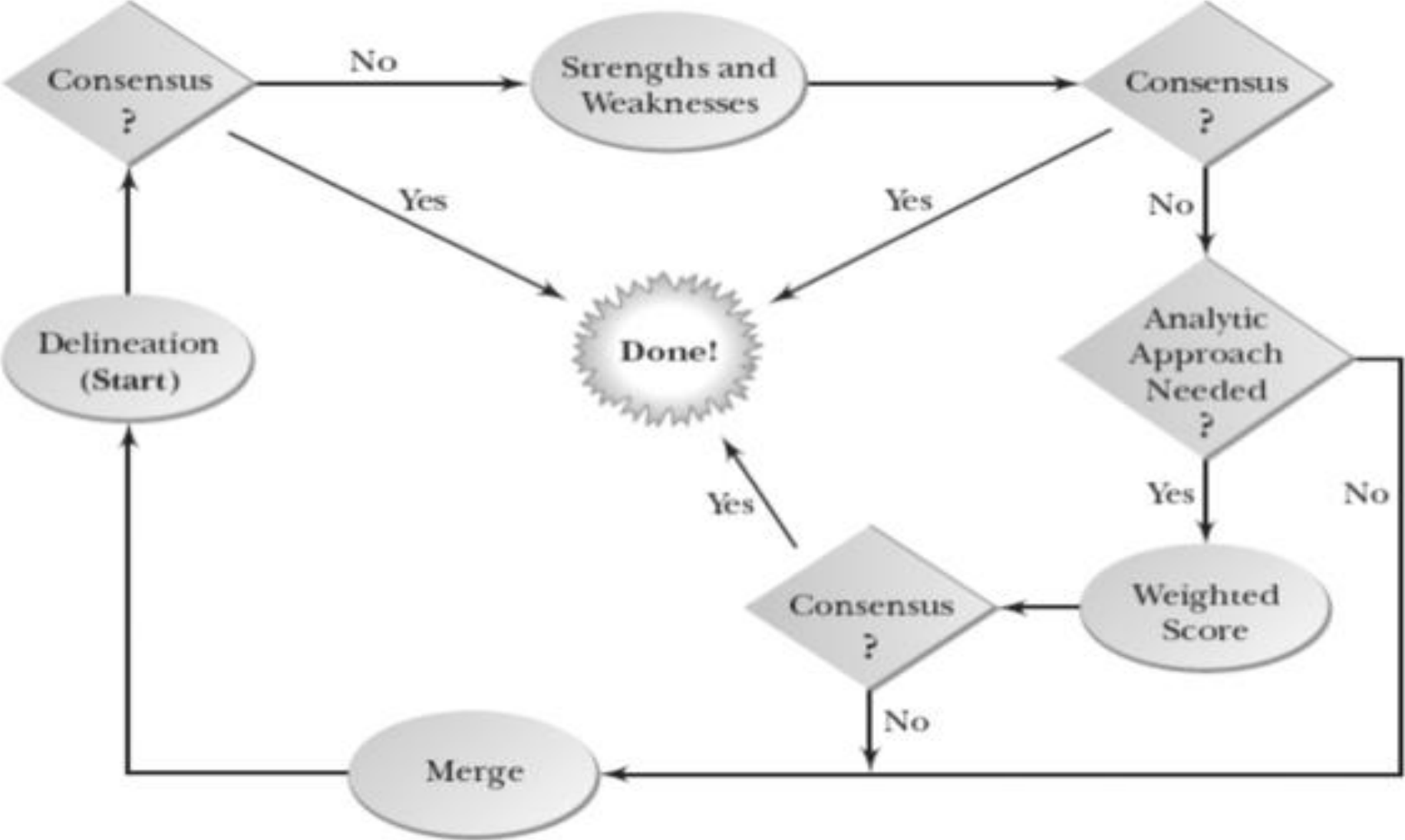
- Parties have heard each other, but they have different values.

Category 3 – *Outside Factors*

- Personality, past history or other outside factors that have nothing to do with the alternatives.



Consensus Flow Chart for Category 1



Solving Category 1

(Lack of shared info)



- Delineation
- Strengths & Weaknesses
- Merge or Weighted Scoring
- Merge
- If no consensus – may be a Category 3



Delineation



1. Start with agreement.
2. Confirm the source of the disagreement.
3. Identify the alternatives under discussion.
4. Ask each party specific delineating questions: how much, how long, who is involved, what is involved.
5. Summarize the information.
6. Take a consensus check.



Strengths & Weaknesses

1. Everyone is involved
2. Identify the strengths & weaknesses of each alternatives
3. Place Strengths & Weaknesses on a flipchart
4. Take a consensus check.



Weighed Scoring

1. Define the criteria.
2. Establish weights for the criteria
3. Score the alternatives.
4. Apply weights to the scores.
5. Take a consensus.



Merge – (try to find a different alternative)



1. Identify the key strengths of each alternative.
2. Create one or more new alternative(s) that combine the key strengths of each alternative.
3. Delineate the top alternative.
4. Take a consensus check.



Drill Down Questions



- When disagreements occur in a meeting, frequently the disagreement is due to poor understanding of why each person supports their position.
- Asking questions to drill-down can alleviate the conflict.
 - After the two people have stated their positions
 - Facilitator – uses
 - “Help us understand why you believe it’s a bad idea?”
 - “What do you believe is the reason ... didn’t work?”
 - Drilling down with their “beliefs”



Category 2

(Different values or experiences)

- Using Strengths & Weaknesses
- Merge
- Weighted Scoring
- Move to consensus
- If not, it may be a category 3



Category 3

(Outside factors or agendas)

- When disagreements are based on outside factors - take the issue to a higher source for resolution
- It's difficult to know what the outside factor may be
- Move on and schedule to address at another meeting.





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QUESTIONS?



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“To be effective, leaders must always be learners. You can never arrive – you can only strive to get better.” - John C. Maxwell



Contact Info

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- Social Media:
Follow Comfort Dog Micah on FB or
LCCK9Micah on Instagram to find out what I'm
doing in retirement!



THANK YOU!

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