

How conflict can lead to consensus





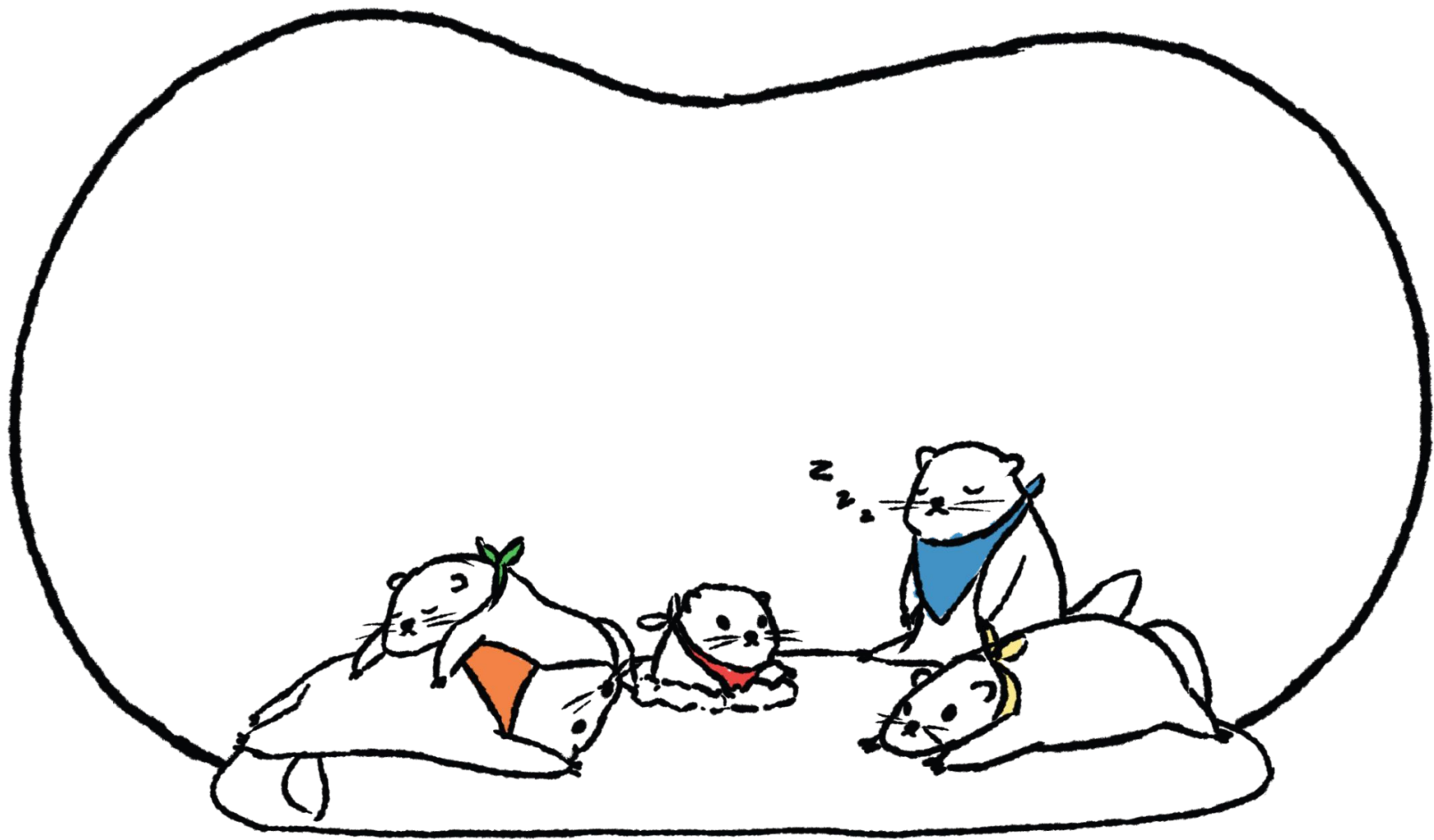
Share in person or on chat -

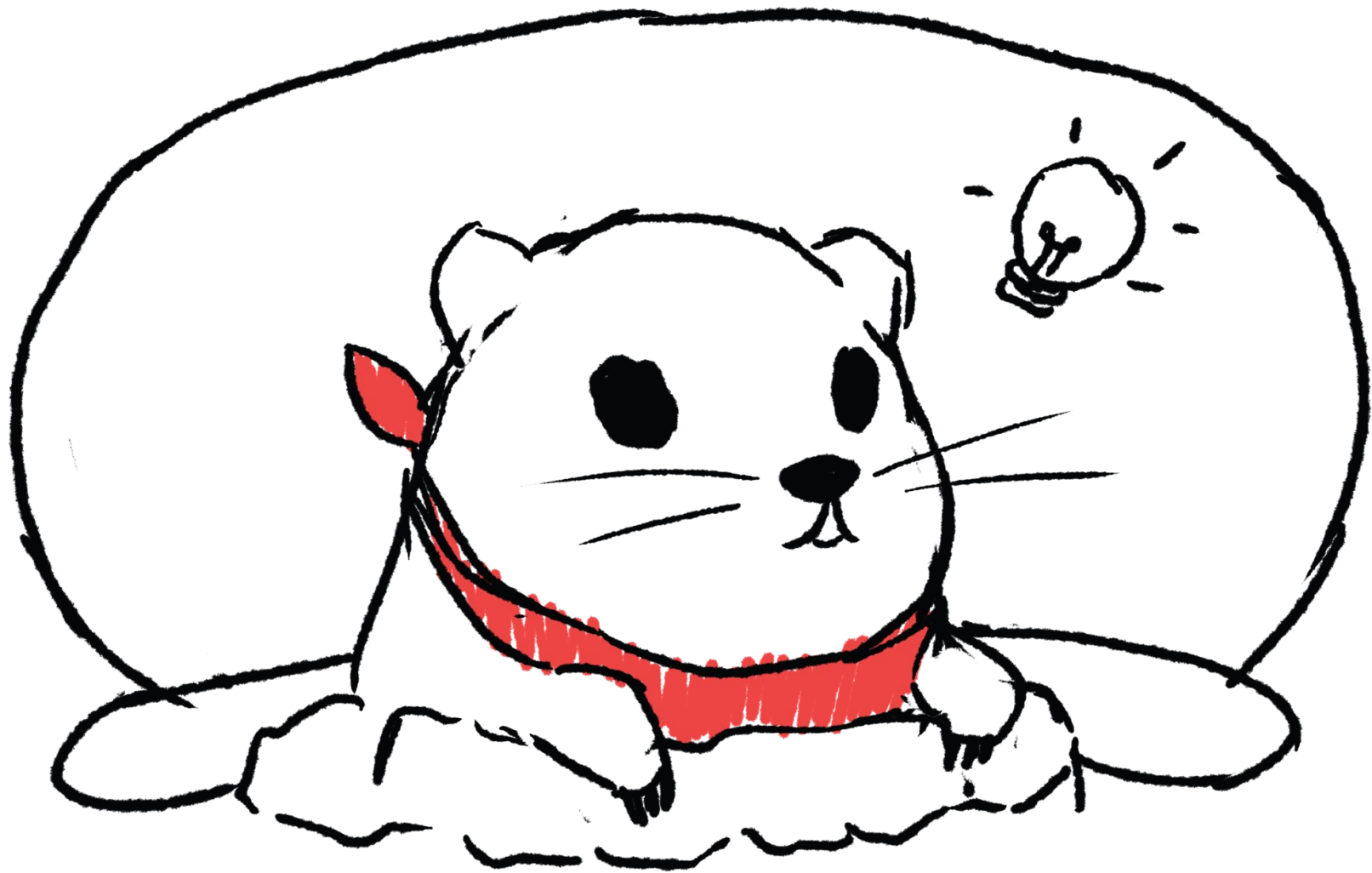
Where have you used consensus
in your life in the last few days?

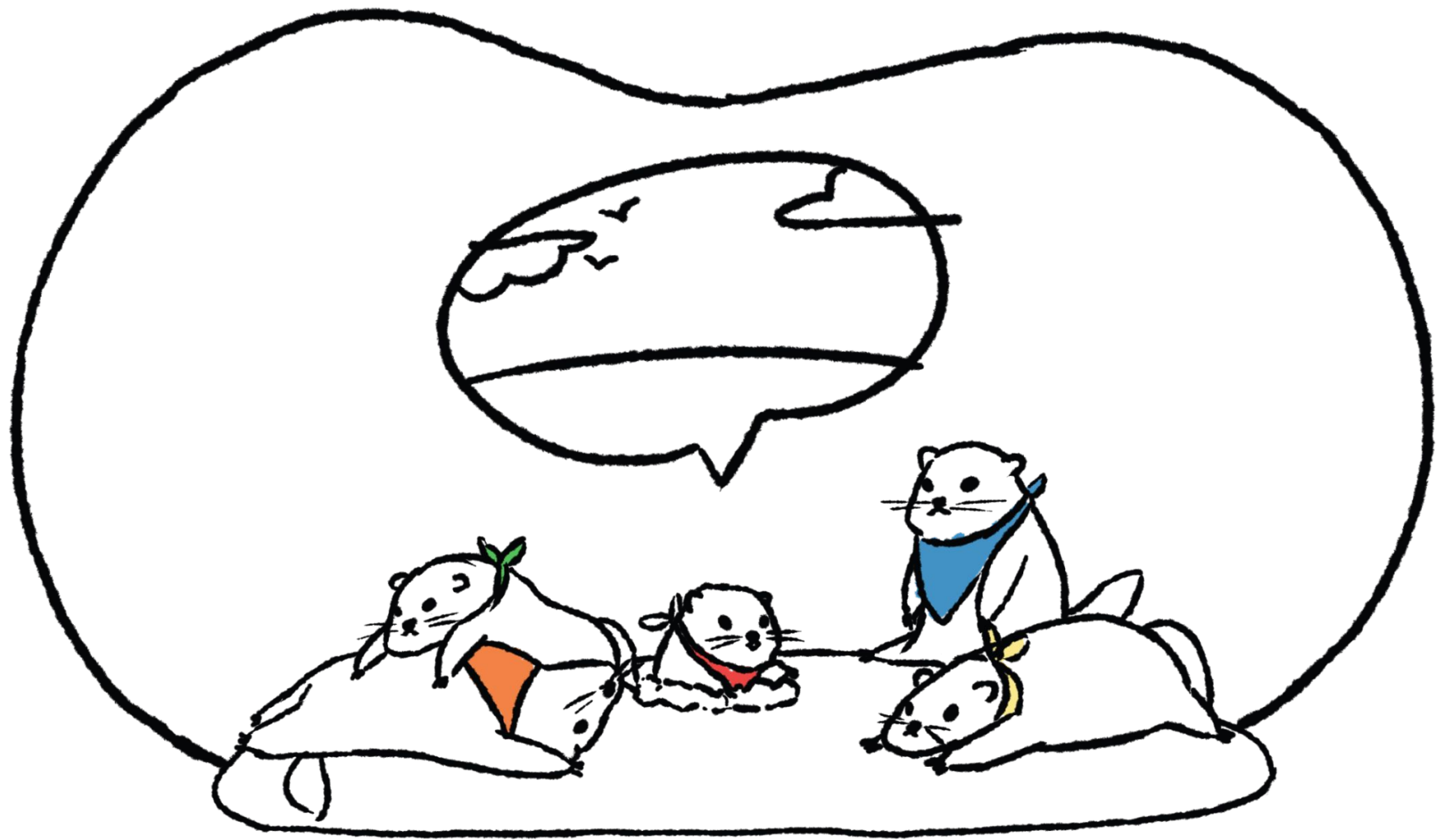


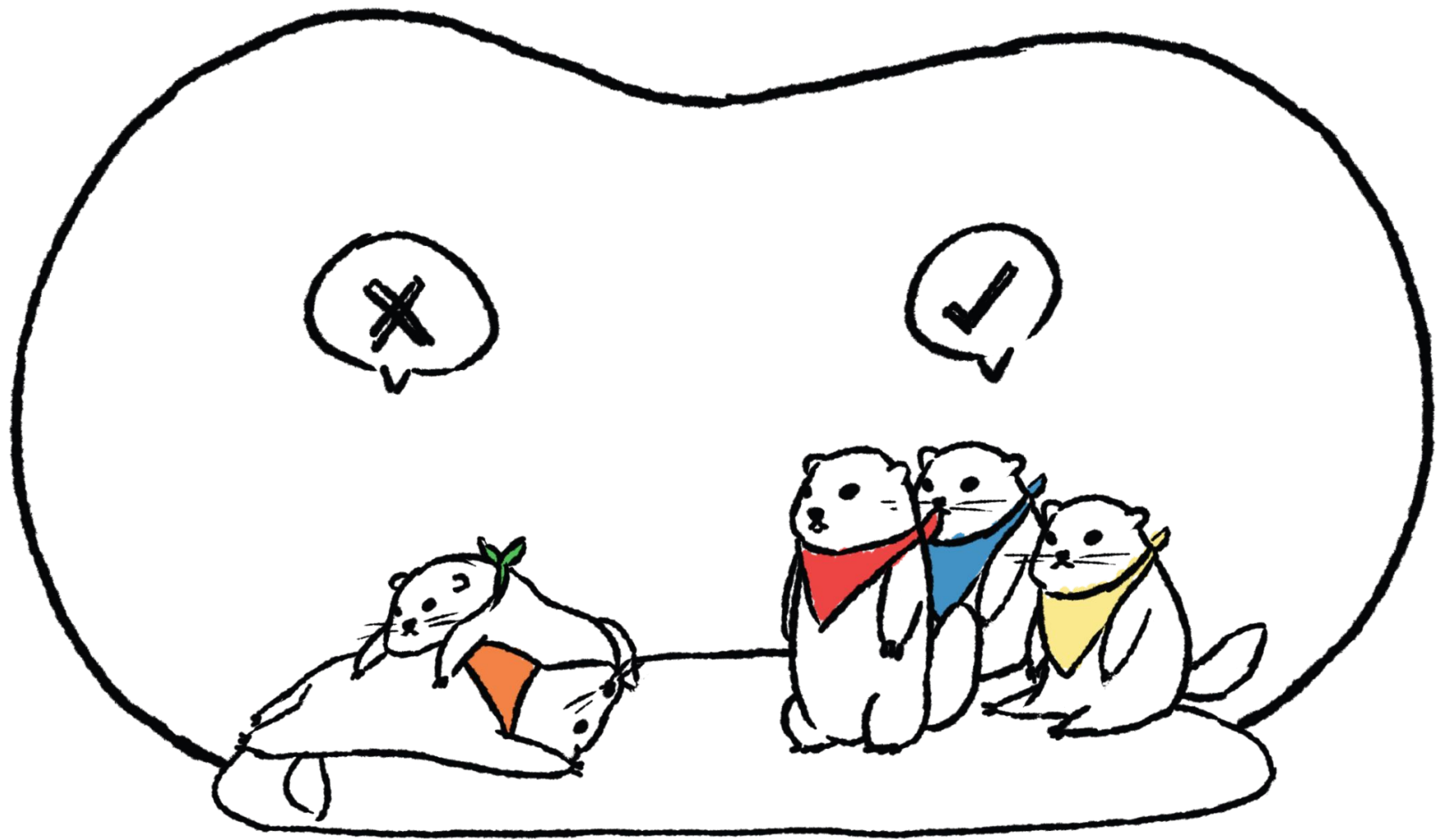
Outline for today

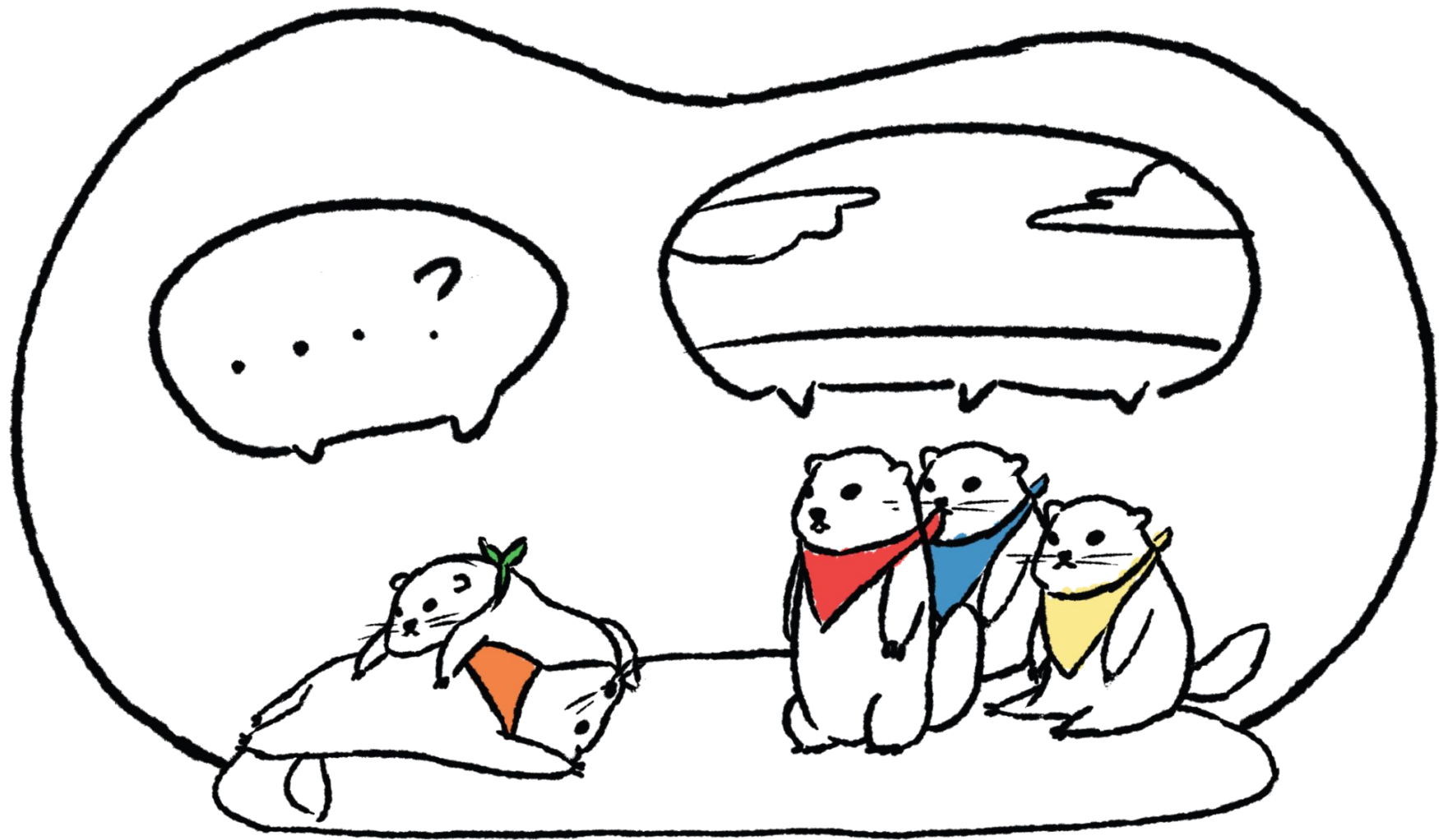
1. Why Consensus?
2. How Consensus Works
3. Those pesky blocks
4. Pitfalls and benefits
5. Q&A

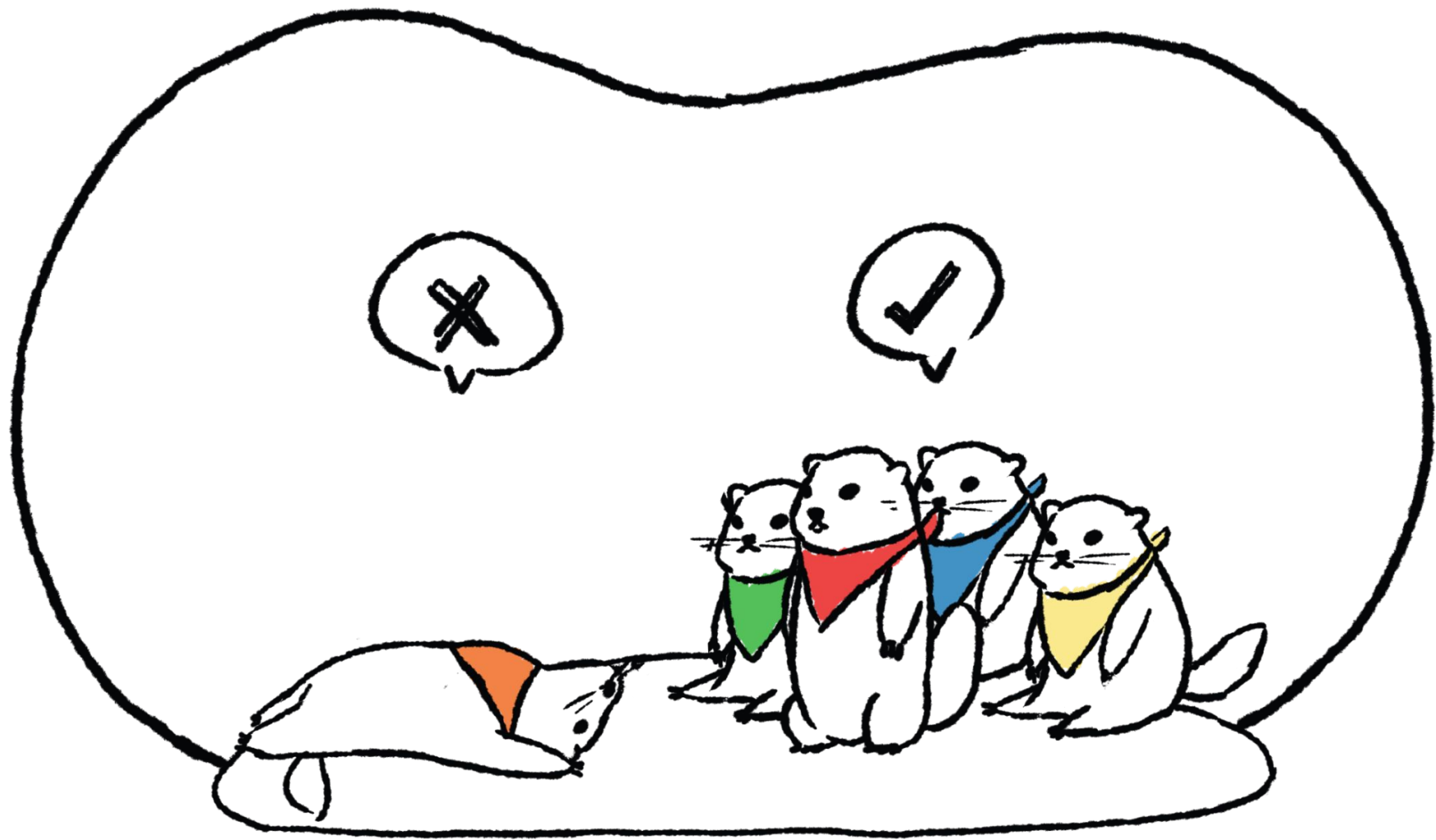


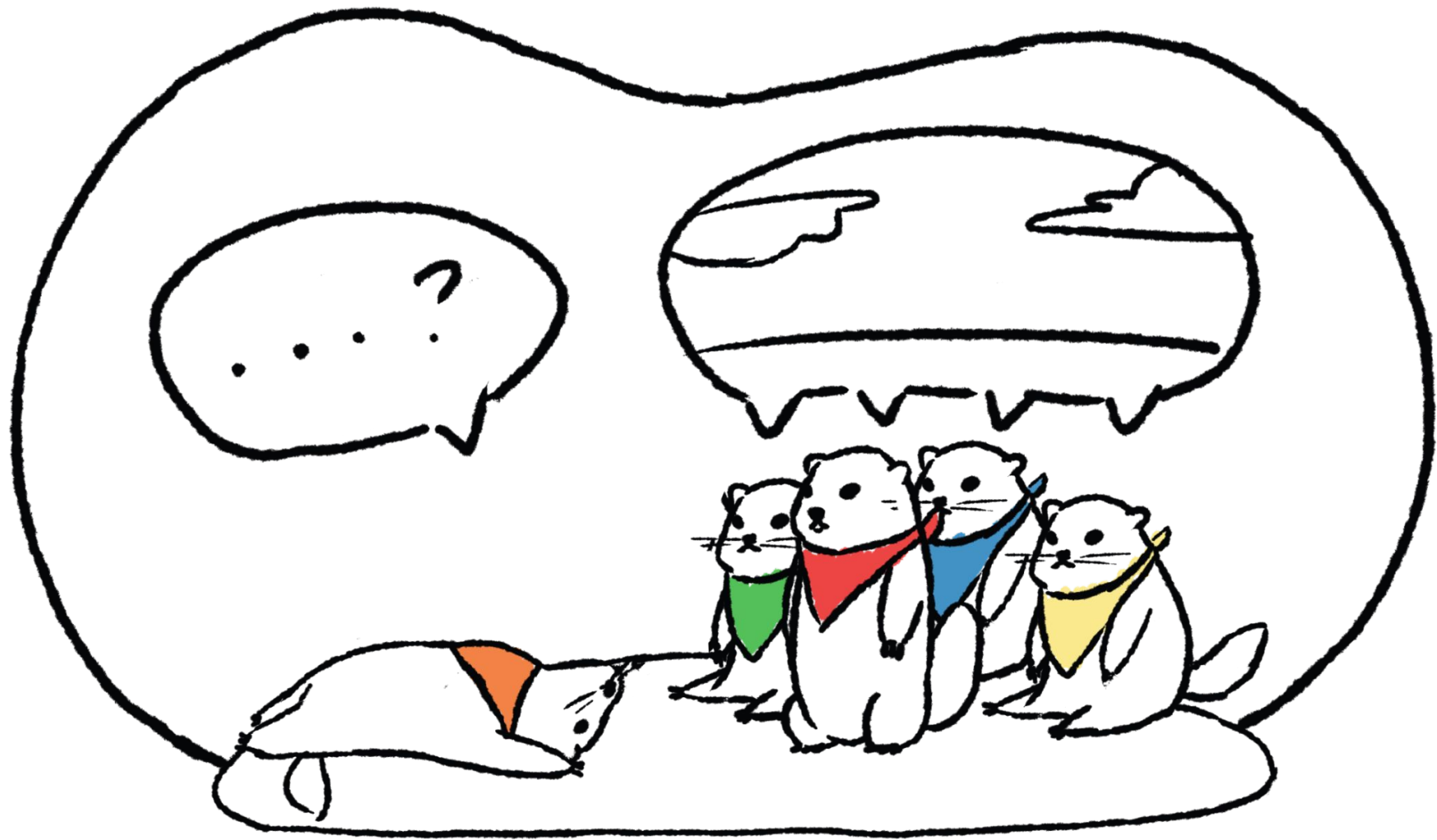


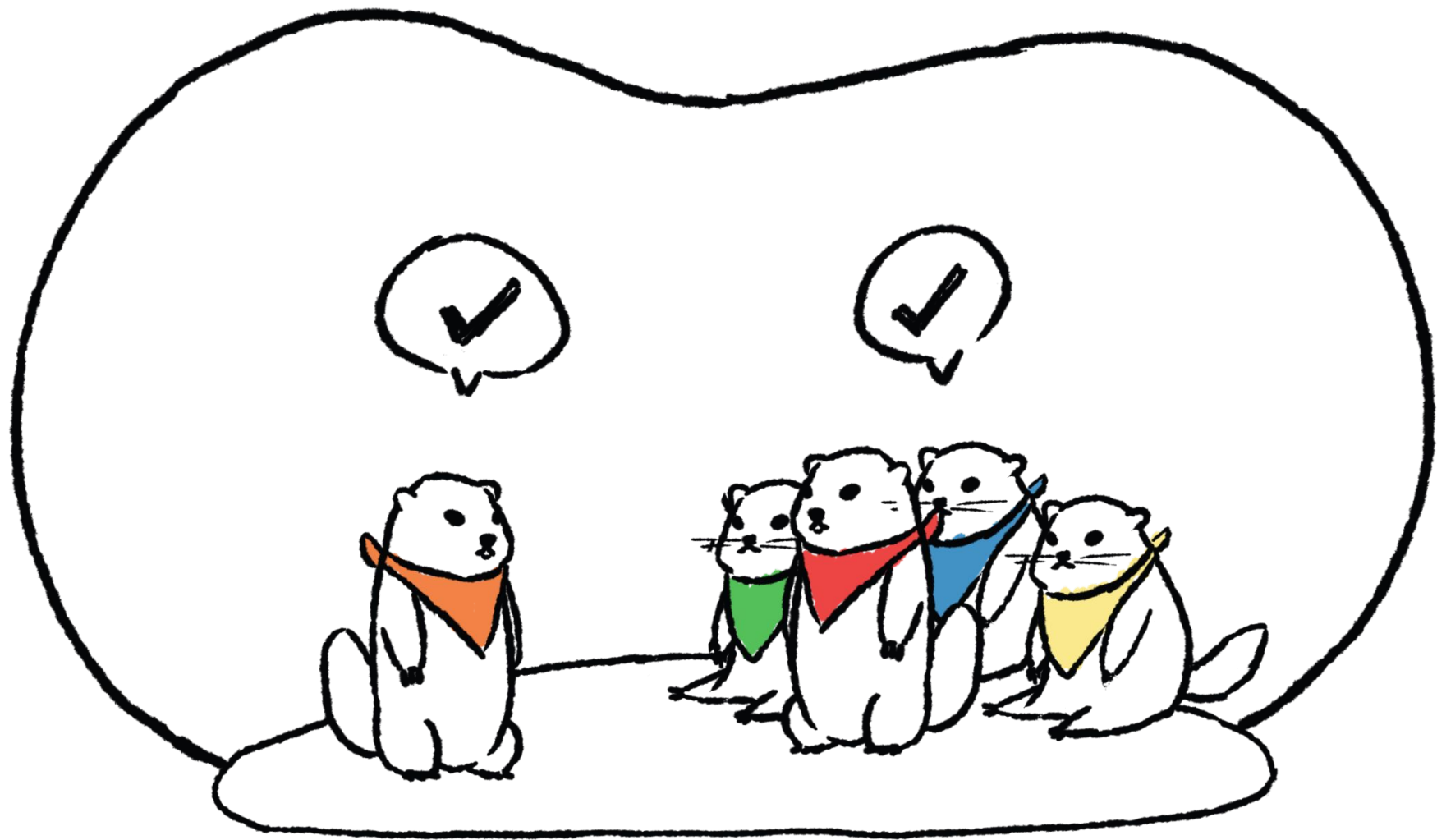


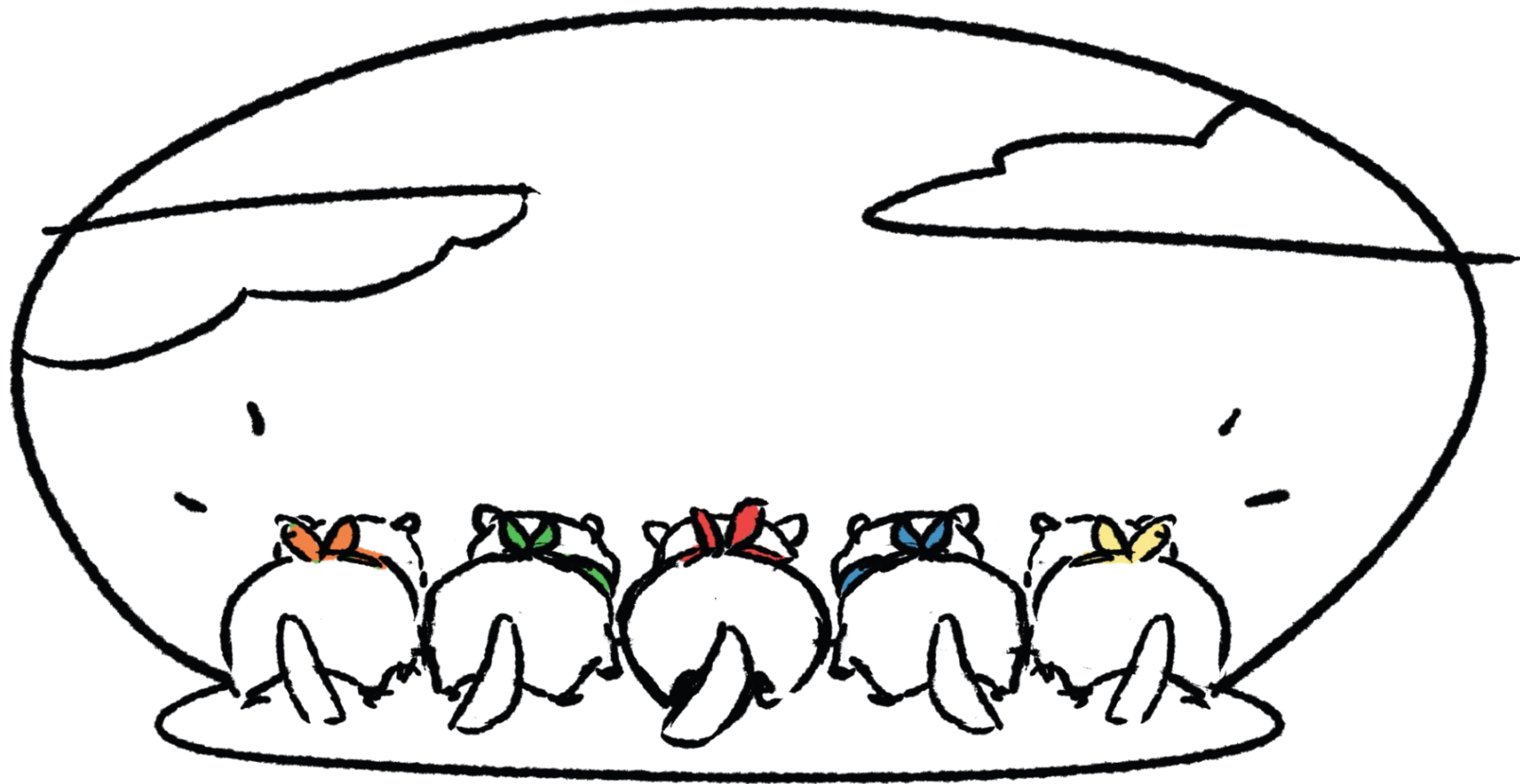








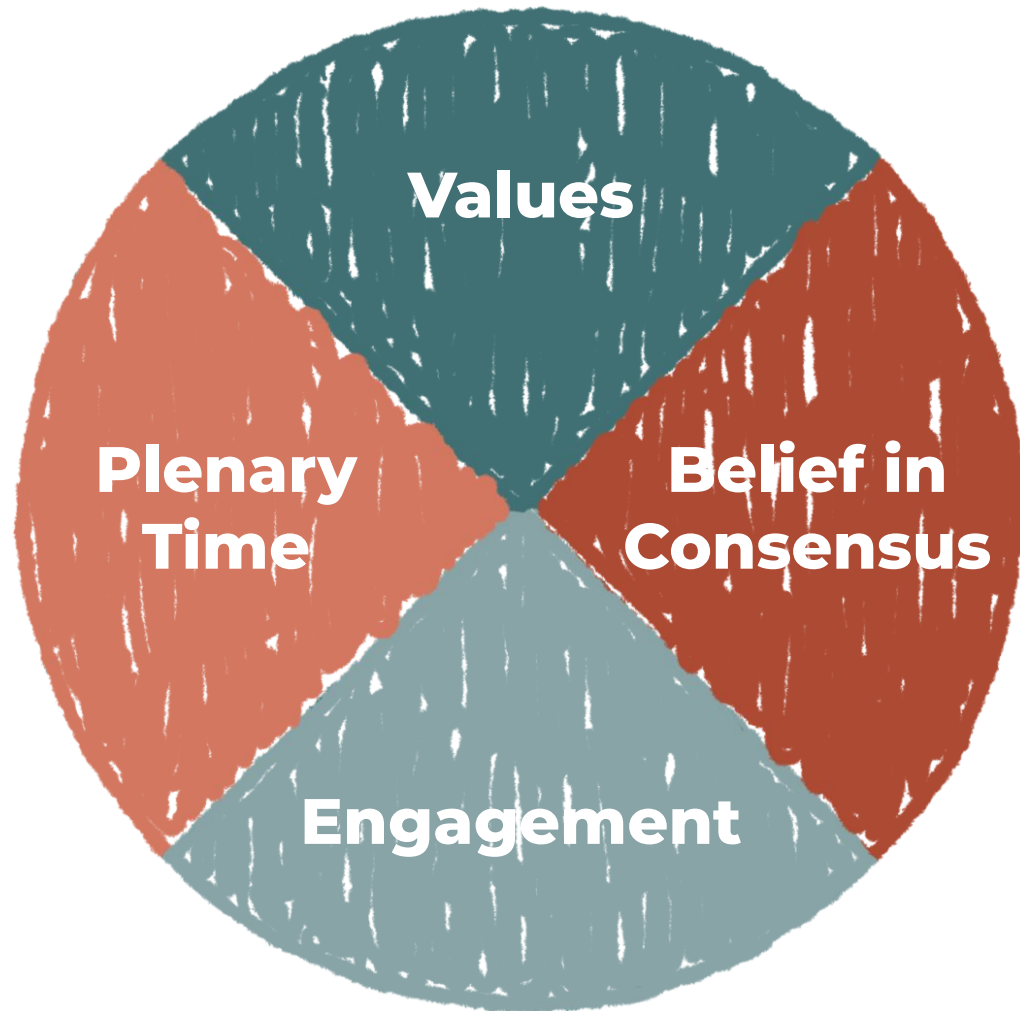






What everyone needs when they walk in the room:

1. Spirit of cooperation, not competitiveness
2. Constructive, respectful disagreement
3. Every one has a piece of the truth. (or speak up and shut up)
4. Attention to tending relationships while making decisions.



Choices you have in consensus

1. Support

2. Align

3. Stand Aside

- Does not align with the idea
- Allows decision to go ahead
- Concern noted in minutes

4. Dissent

- Decision will harm group
- Based on community value
- May be set aside by the group using a consensed process.
- Take care of the dissenter & group

Resources for consensus

**On Conflict and Consensus: a
Handbook on Formal Consensus
Decision-making** by C.T. Butler

**Consensus and Conversation: How to
Achieve High-Commitment Decisions**
by Larry Dressler

**The Cooperative Culture Handbook: a
Social Change Manual to Dismantle
Toxic Culture & Build Connection** by
Yana Ludwig and Karen Gimnig

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