

TOOL DESCRIPTION

Decision Process with Consent



The Consent Decision method is a decision-making process that allows groups to reach a mutually agreed-upon solution.

Consent is defined as a decision that can be made as long as there are no serious objections (vetos). The tool is used when an idea or proposal is presented to a group, and a decision needs to be made on it. The aim is for everyone in the group to get involved and to help develop the proposal.







This method ensures that proposals are discussed thoroughly, that the energy remains in the room and that all objections to the proposal are heard. At the same time, it gives a positive spin to discussions since it only focuses on concerns that have strong negative effects and not on mere doubts.

At the heart of this process lies the assumption that viable solutions are about being willing to compromise and accept different perspectives.

The tool works very well with management groups.

Duration 60–80 min	Participants 12–14 people	Facilitation no special material needed
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Decision Process with Consent | Process

Present proposal 5–20 min 	Ask comprehension questions 15 min 	Collect reactions 10 min 	Clarify and amend 10 min 	Hold objection roundtable 5 min 	Integration 10 min 
<p>The proponent is invited to describe the problem and present a proposed solution. No discussion takes place at this point.</p>	<p>Anyone can ask comprehension questions. The proponent may respond or answer "not yet determined".</p>	<p>Each person is given the opportunity to respond/ react to the proposal, but only with two words: an emotion and a need. No discussion or responses.</p>	<p>The proponent can explain again the intent of the proposal or also develop the proposal further based on the responses. No discussion.</p>	<p>The moderator asks "Do you see any reasons why implementing this proposal could cause harm, set us back, or is genuinely improvable?"</p> <p>Possible answers:</p> <ol style="list-style-type: none">1. No objection2. Objection but no veto3. Veto (If the proposal would cause relevant damage or can be greatly improved) <p>The proposal is accepted if nobody vetoes.</p>	<p>If there is a veto, this veto is explained. The proponent can again explain the intent of the proposal or also develop the proposal further based on the responses. The roundtable is repeated until there are no vetos left.</p>