

TOOL DESCRIPTION

Systemic Consensus Building



Systemic Consensus Building is a decision-making process that involves all relevant stakeholders and enables you to arrive at decisions that are widely supported.

Systemic Consensus Building, also known as Systemic Consensus Analysis or simply Consensus Building, is a structured and collaborative process used to address complex issues and make decisions within organizations or communities.

This is a problem-solving approach that has been designed to involve all relevant stakeholders, consider multiple perspectives and arrive at a decision or solution that is widely accepted and supported.

The basic principle of systemic consensus voting is that each person entitled to vote casts a vote for each proposal on the ballot, thereby weighting it.

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| Duration 1 h | Participants 10–15 people | Facilitation no special material needed |
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Systemic Consensus Building | Process

| Develop a clear question 10 min  | Develop ideas 30 min  | Ranking 15 min  | Evaluation 5 min  |
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| <p>The group wants to have a decision which is supported by everyone in the group.</p> <p>The question that is to be answered could either arise during a workshop, which leads to a spontaneous need for this method. Or the meeting or workshop could have the specific goal to reach a decision on a certain topic. However there needs to be a clear question that is addressed.</p> | <p>In this phase, possible solutions/answers are gathered. Here, it is also important to incorporate creativity and outside-the-box thinking.</p> <p>All ideas are collected; no commenting, ranking or discussion is allowed at this point.</p> | <p>Each proposed solution is assessed by each person, who assigns resistance points (R points).</p> <p>The person doesn't vote "yes" or "no" but awards resistance points on a scale from 0 to 10. Zero stands for "I have nothing against it at all" and 10 for "I am completely against it". These points, therefore, indicate the individual resistance.</p> | <p>After each participant has cast their R votes for each proposal, all the R votes for each proposal are added together.</p> <p>In the simplest case, the proposal with the lowest total resistance is accepted, as it is considered to be the closest to a consensus.</p> |