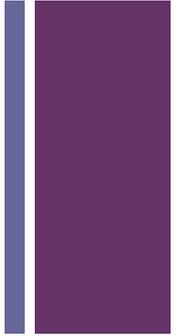


KBDM and Service Structure

TO REACH AN INFORMED GROUP CONSCIENCE



Experience Without KBDM



- Did you grow up in a home where decisions were made without your input or understanding?
- Have there been times in your life when you really wished you'd had the opportunity to ask questions and offer an opinion before decisions were made?
- Have you ever found out information – after the fact – that had you known earlier you would have made a different decision?
- Do you find it difficult to trust others because of these experiences?

+ Knowledge Based Decision Making (KBDM)

to reach an informed group conscience

World Service Conference Summaries 2007 – 2014

Four essential elements:

- Open communication between leadership and membership
- Dialogue before deliberation
- All decision makers have common access to full information
- We exist in a culture of trust





- Open communication between leadership and membership.

District Panel will utilize questionnaires and other forms of communication to help come to an informal consensus on an idea. Perhaps three or four people have mentioned the same thing. Or we may have received emails making a suggestion.

- Dialogue before deliberation

We will use the Thought Force process in a few different ways to generate dialogue across the membership.

- All decision makers have common access to full information

All background and pertinent information will be shared with whoever will be making the decisions. Once particular decisions or recommendations are made, then the process moves forward.

- We exist in a culture of trust

This is our recovery in action. We become reliable and learn to rely on others. We become truthful, and rely on the truth from others. Many times we simply need more information to gain understanding that lets us lighten our load and experience trust.



- + District 12 Panel 55 will be using a service work structure based on that used at the World Service Conference along with KBDM.

- **Structured groups are classified as:**

- Committee
- Work Group
- Thought Force
- Task Force



These groups are not decision making bodies. They make recommendations. Each group's objective is to complete it's activity and present it to District to move forward.



Committee:

- **A committee is formed by vote of GRs at District. Reference: District 12 Committee Chairs. The committee responds to an ongoing need of Al-Anon Family Groups. The committee may make recommendations about any work it is doing or considering. It can be an originating body and a Thought Force may evolve from a Committee.**



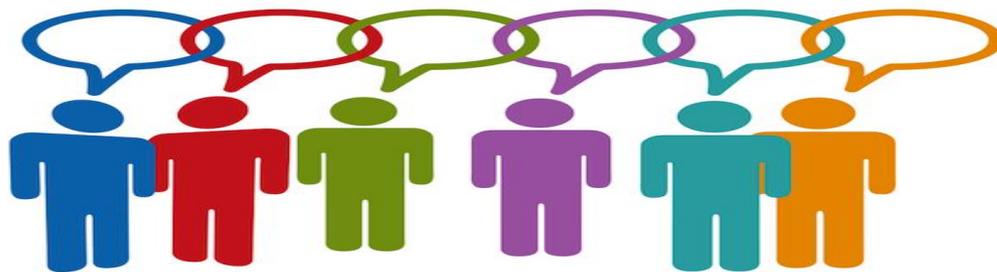
+ Work Group:

- **A Work Group is a unit of people established to meet an ongoing need of the District. It can be an originating body and a Thought Force or a Task Force may evolve from a Work Group. It's objective is to complete it's activity and present it to District to move forward. (example: Budget Roundtable). Ideas can come from the Work Group and are brought to the District through the Coordinator.**



+ Thought Force:

- A Thought Force is a temporary unit of people established to brainstorm ideas and to develop strategies on a single-defined task or activity. Using resources that are available such as member's experience, and other knowledge from past Panels, this group generates potential ideas about an identified problem or issue. This group is not expected to have all the answers or work on a final solution. If there are facts that are unknown, this group flags them for KBDM process under "Things we don't know but wish we did." A Thought Force may lay the foundation for a Task Force. Members of a Thought Force are thinkers, not doers.



The Chairperson will chose the means of selection for members on a Thought Force; (i.e.) assignment, volunteer or Choice by Lot .



Task Force:

- A Task Force is a temporary unit of people established to work on a single-defined task or activity. They use the resources available and may be working on a suggestion that arose out of a Work Group or Thought Force. The objective is to complete the task assigned and present it to District to move forward. Members of the Task Force are the doers. Recommendations or Motions from the Task Force are voted on by district GRs and then if passed are implemented.



The Chairperson will chose the means of selection for members on a Task Force; (i.e.) assignment, volunteer or Choice by Lot

+ KBDM Questions:

- Brainstorming in a Thought Force is framed according to the six KBDM questions. (Al-Anon District 12 Panel 52; January 2012)
- When on a Thought Force we use the 6 KBDM questions. Then, if necessary, the issue goes to a Task Force. Or, maybe there is enough information to make a motion. Or maybe we know enough and don't need to do anything





6 KBDM Questions

(KBDM District 12 Panel52) January 2012

1. What do we know about our members' needs regarding this issue?

2. What do we know about our resources?
Finances,
member
participation?

3. What do we know about current realities?
Relevant to this topic?

4. What are the pros and cons ?
Are we consistent with our spiritual principles?

5. What do we wish we knew but don't?

6. How do Al-Anon Legacies apply to this issue?

+ Deliberation –

Here is where we express our opinions for or against.

1. If there is a recommendation from either a Thought Force or a Task Force there may be a motion made. If so, we have an orderly process of deliberation. Questions can always be asked for clarification.
2. Members come to the microphone to speak for or against.
3. Speakers are limited to 2 minutes at the microphone.
4. Can only come to the microphone once per issue.



Benefits of KBDM Process



- Collaboration and deliberation yield good information resulting in support for decisions that are made.
- More quality participation by members; more voices heard; more ideas generated.
- Members accept responsibility for decisions made.
- Members are heard, even if everyone doesn't agree.
- Members are more actively involved in decision making.
- Working for the greatest good for the greatest number.
- Reports and summaries from Thought Forces will be given to a Task Force for more information and discussion. Task Force will make recommendations to the District, ultimately resulting in a motion for decision.

