

# Group Decision Making

By

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# Understanding Group Dynamics

- Diversity
- Rich expertise base
- Enhanced Organizational Memory
- Error detection
- More creative solutions
- Greater acceptance of decisions and outcomes

# Evolving from a Group to a Team

- Expect socializing
- Encourage organizing and forming
- Facilitate information sharing and processing
- Collaborate to solve problems

# Using Divergent Thinking

- Brainstorming
- Group mind mapping
- Free writing
- Journaling

# Using Convergent Thinking

- Cull your ideas
- Identify the pros and cons
- Perform a cost-benefit analysis
- Create an impact analysis
- Use reverse brainstorming

# Reaching Closures

- A Command Style
- A Consultative Approach
- A consensus Decision Making
- Appropriate voting methods

# Avoiding Common Group Traps

- Organize the Overhead
- Watchout for Stress
- Avoid the superman complex
- Look out for Groupthink

# Working with Large Groups

- Manage the Logistics
- Expand Communication Channels
- Build Consensus
- Meeting Online
- Distribute documents and supporting material electronically



# Building sustainable Agreements

- Overcome Fear
- Communicate Openly
- Manage the pace
- Avoid Stressful time