

# Dialouge and The Power of Decision-Making

## Perception | Dialogue | Execution

# Thought Leaders Who Inspired This



Jafar Mossafa



David Bohm



David Kantor

# How Are Thoughts Made?

The process behind our mental interpretations

## The Nature of Thought and Interpretation

Our thoughts shape how we interpret reality. Mohammadjafar Mosaffa's work "**Excessive Thinking**" explores how our perceptions often distort the truth. Let's dive into his ideas.

# Mohammadjafar Mosaffa

- 📖 Author, translator, and Rumi scholar.
- 💡 Known for works like "تفکر زائد"

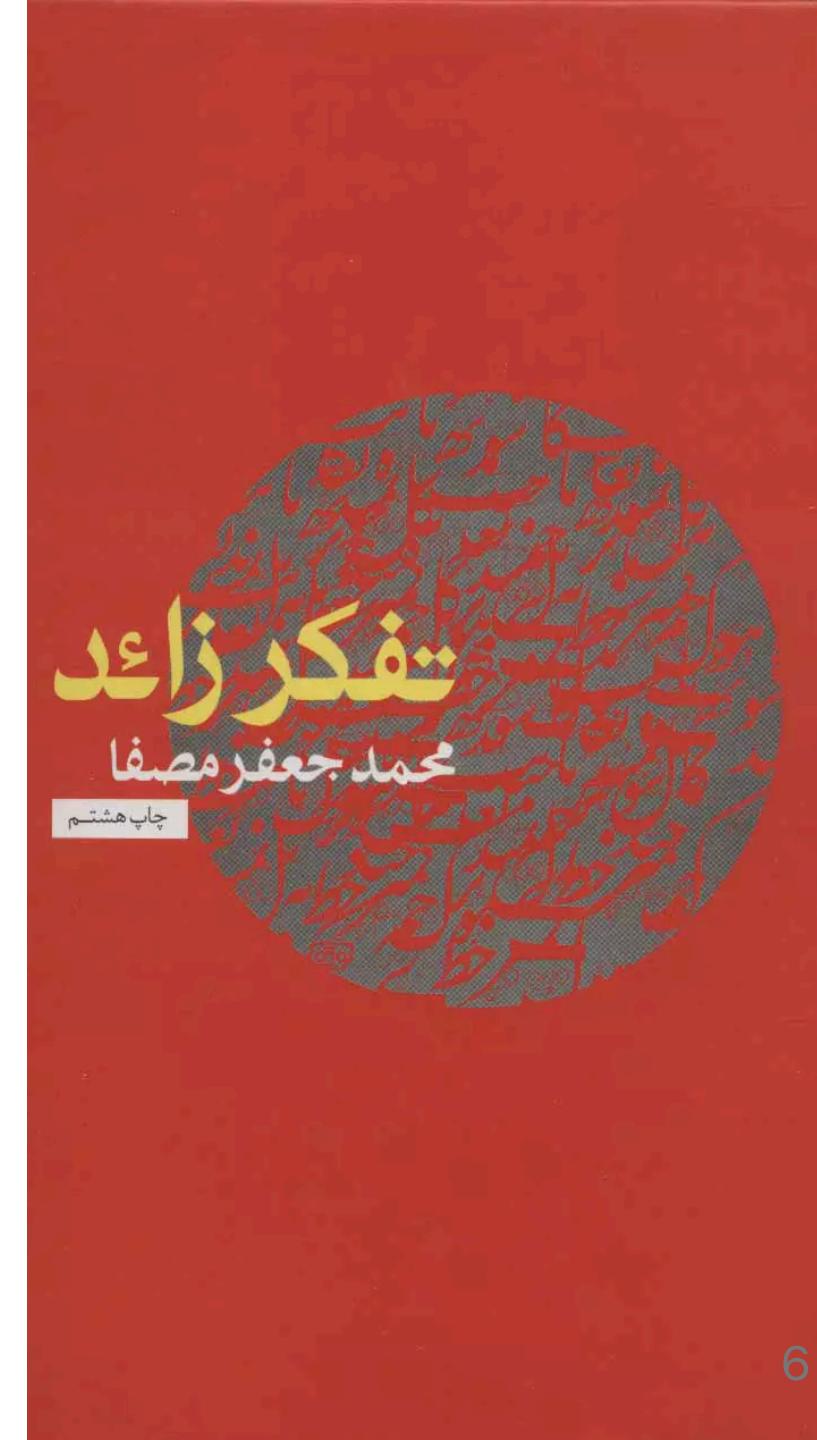


# Excessive Thinking

Interpretation vs. Reality

What We Think vs. What Is Real

Opinion vs. Fact



What is	What we think
Apple is red.	"This apple is perfect for a healthy snack."
Apple is there.	"This apple reminds me of my childhood."
Apple is on the desk.	"This apple is too sour."
Apple is round.	"This apple is overpriced."
Apple has a stem.	"This apple represents temptation."



## From Perception to Fragmentation

What we think is often far from what reality is. This gap in understanding is a key factor in the fragmentation of thought. David Bohm's work on fragmentation highlights how this division prevents us from seeing the whole picture.

# When the World Falls Apart

## Why We Prefer to Break Things Up

## Fragmentation and Its Impact on Decision-Making

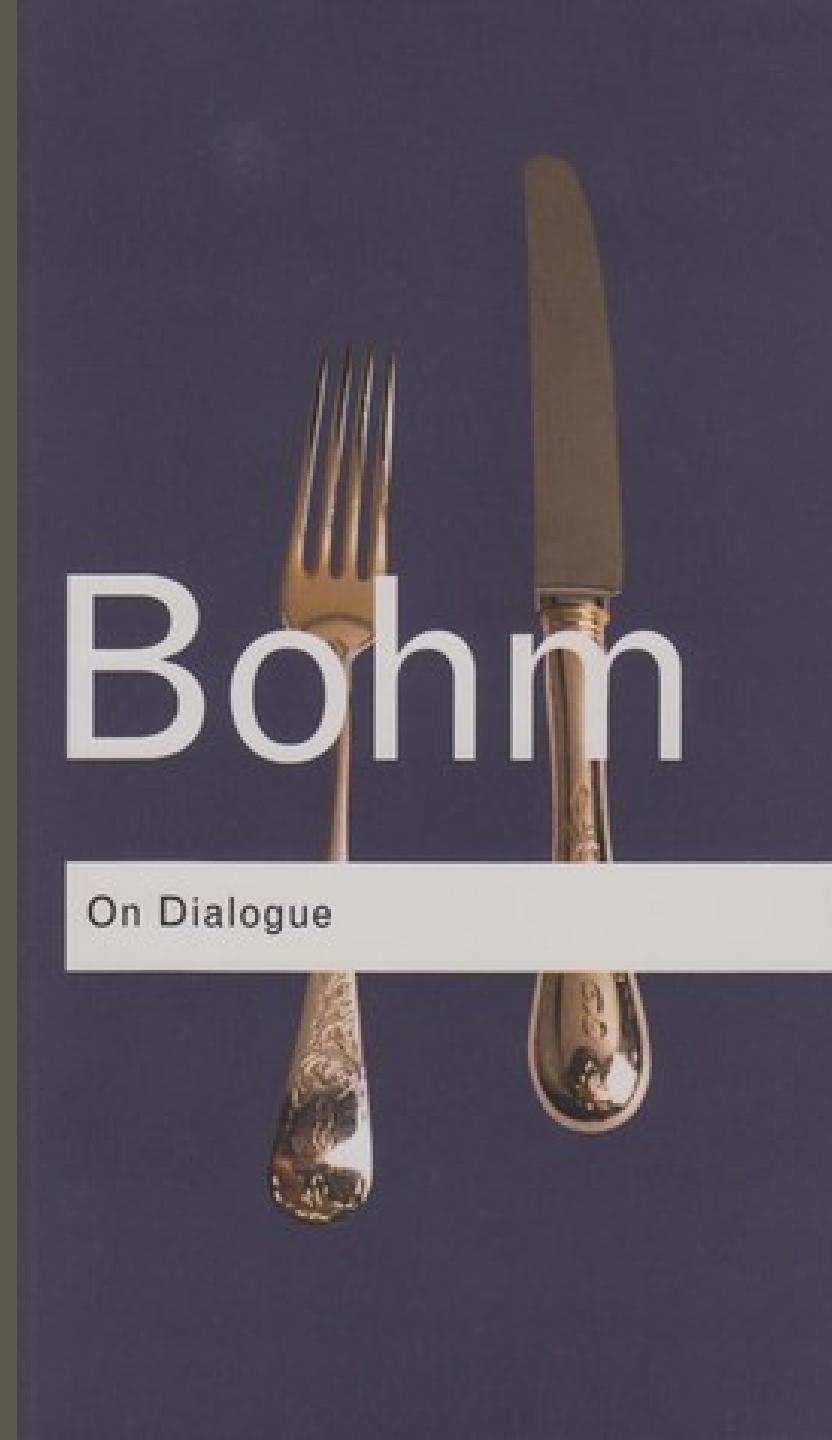
Fragmented thoughts lead to decisions based on incomplete information. Dialogue, according to Bohm, helps connect these ideas and gives us a clearer, more complete view. This improves our decision-making.

## David Bohm

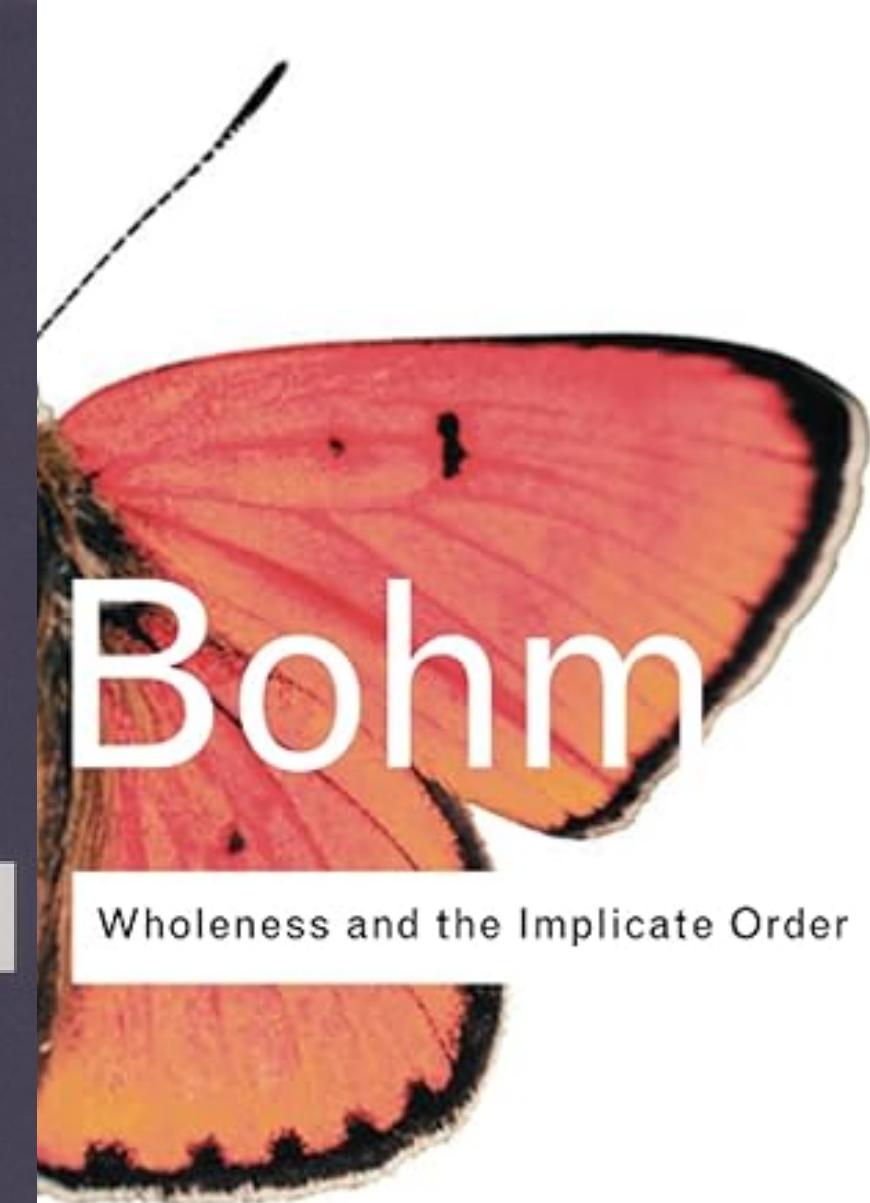
- 📖 A theoretical physicist and philosopher.
- 🔍 Explored **quantum theory** and the nature of thought.
- 💡 Developed the concept of **Dialogue** to promote **deeper understanding** and collaboration.



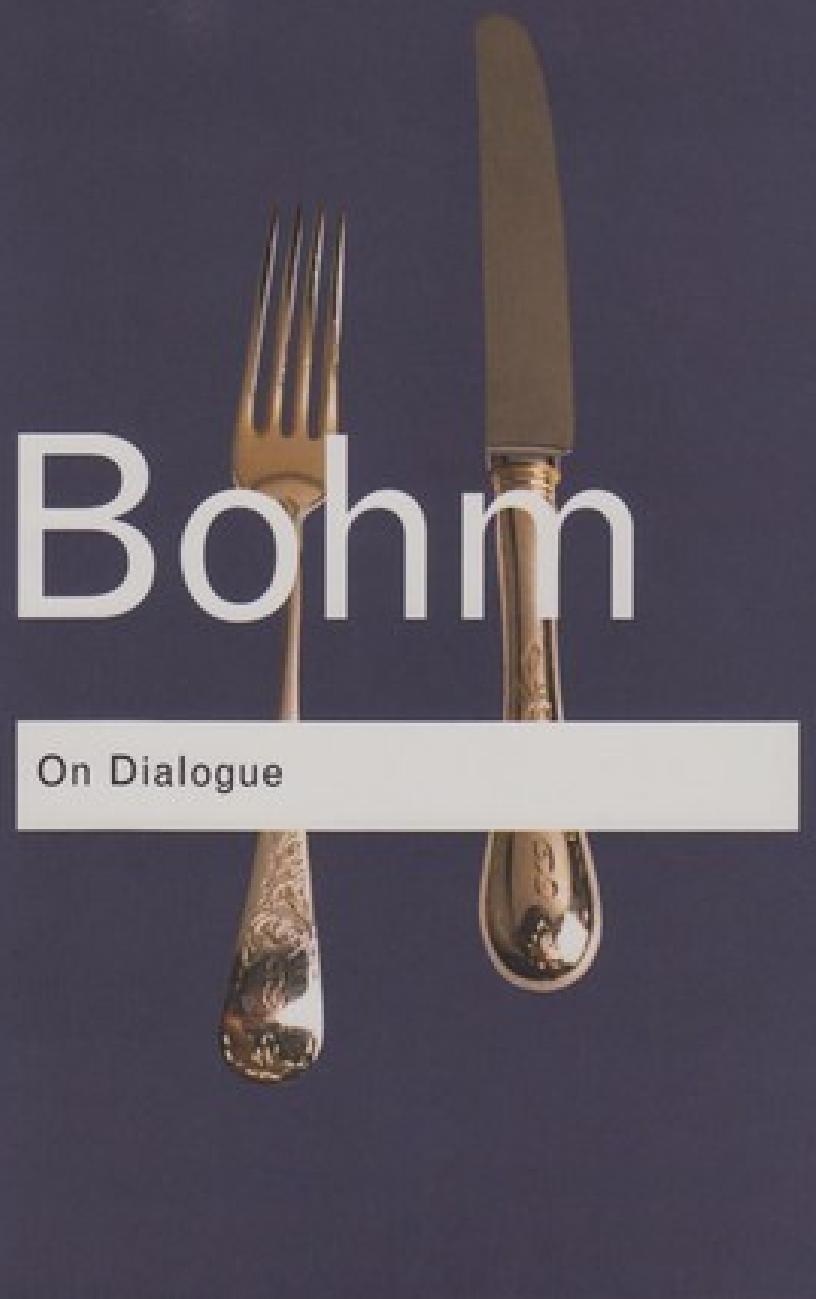
On Creativity



On Dialogue



Wholeness and the Implicate Order



## Fragmentation vs. Wholeness

## Fragmentation

 **We break things into pieces.**

David Bohm believed our thinking divides reality into fragments. This limits understanding and prevents seeing how everything fits together.

## What does fragmentation mean?

- It's when things are broken into disconnected fragment.
- Like focusing on fragments of a story without seeing the full picture.



## The Broken Watch

- Gears, Glass, Hands.

## Dialogue: Bridging the Gap

Dialogue helps us bridge gaps by sharing ideas and perspectives. It's not about winning a debate, but about understanding each other and building meaning together.

# What is Dialogue?

Dialogue is when people share ideas and listen without defending their own views. It's about understanding each other, suspending judgment, and creating meaning together. It's not a debate—it's about finding **shared understanding**.

## Suspension of Judgment

In meetings, listen to all ideas before forming an opinion. Let team members share thoughts on a new feature before deciding its worth.

## Whole-System Thinking

Think about how decisions affect the whole team. When planning a feature, consider how it impacts marketing, support, and sales, not just development.

## Co-Creation of Meaning

Encourage everyone to share ideas and build on them. Example: In planning, ask input from all teams to shape priorities together.

## Listening to Understand

Focus entirely on the speaker without planning your response. Listen fully when a colleague explains a problem, and only then offer your input.

# How Dialogue Works

## Exploration

Ask open-ended questions and avoid jumping to conclusions. In brainstorming, ask, "What if we tried this?" instead of dismissing ideas immediately.

## Flow of Thought

Let conversations unfold naturally without interruptions. In discussions, allow ideas to develop before narrowing down to the best solution.

## Collective Intelligence

More perspectives lead to better solutions. In strategic decisions, involve people from different departments to enrich your insights.

## How Dialogue Influences Decision-Making

The decisions we make are shaped by how well we communicate. Dialogue fosters a deeper understanding of different viewpoints, enabling us to make informed, collaborative decisions.

# The Power of Decision-Making

## 5 Ways to Lead Conversations

- ◆ Understand who makes the final decision.
- ◆ Use the right approach for better communication.

# Decision-Making Framework

Type	Accountability	Intention	Who Decides?
No Decision	Inform 	Tell 	No one yet
Your Decision	Delegate 	Guide 	The other person
My Decision	Consult 	Listen & Ask 	You
Our Decision	Reach Consensus 	Facilitate Dialogue 	Both (Consensus)
Each Decision	Explore & Align 	Engage in Dialogue 	Both, separately

## "No Decision" (Inform)

- ✓ You're sharing info. No one decides yet.
  - 💡 Example: "*I found some cool places for the weekend.*"
  - 💡 Product Example: "*We're exploring AI-generated playlists.*"

## "Your Decision" (Delegate)

-  You trust the other person to decide.
-  Example: "You pick where we go!"
-  Product Example: "*Task the data science team with analyzing reactions to AI curation.*"

## "My Decision" (Consult)

 You ask for input, but you decide.

 Example: "What do you think of the beach? I'll decide if we go."

 Product Example: "Consult the legal team about user data handling before making a decision."

## "Our Decision" (Consensus)

 You both discuss and decide together.

 Example: "Let's pick a place we both like."

 Product Example: "Hold a cross-functional meeting to decide on the product's next step."

## "Each Decision" (Dialogue)

 You make separate decisions but align them.

 Example: "You pick the hotel, I'll handle the activities."

 Product Example: "Design picks the UI, engineering handles the infrastructure, while both ensure they align with the overall product vision."

## Planning a weekend trip:

- 1** No Decision: Just sharing ideas
- 2** Your Decision: Letting your partner choose
- 3** My Decision: Asking for input, but making the final choice
- 4** Our Decision: Agreeing together
- 5** Each Decides: You pick hotels, they pick activities

**Let's play the roles**

**How we behave in different situations**

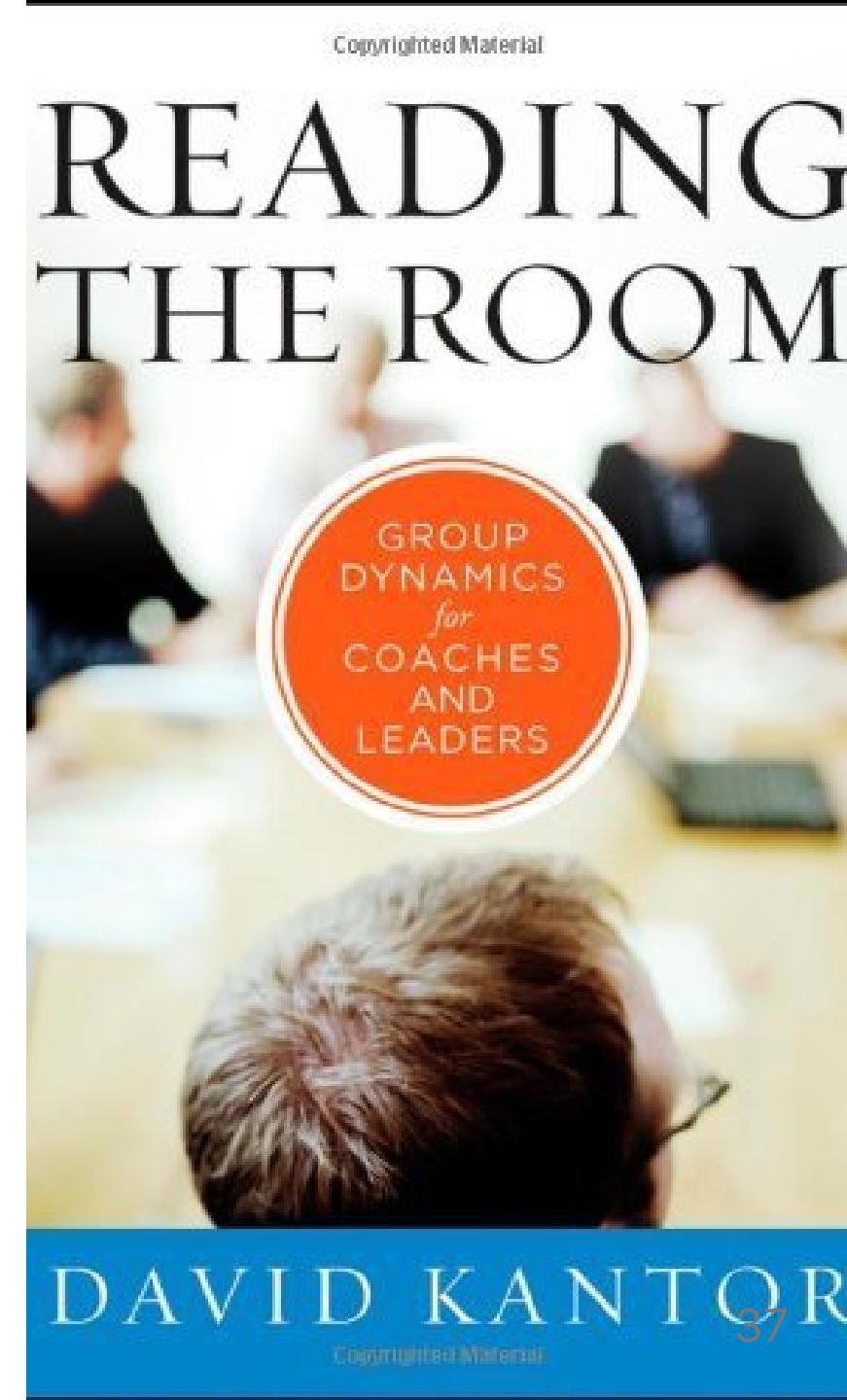
## David Kantor

- 📖 A psychologist and organizational consultant.
- 🔍 Studied **team dynamics and communication patterns.**
- 💡 Developed the **Four-Player Model** to help teams have **better conversations.**



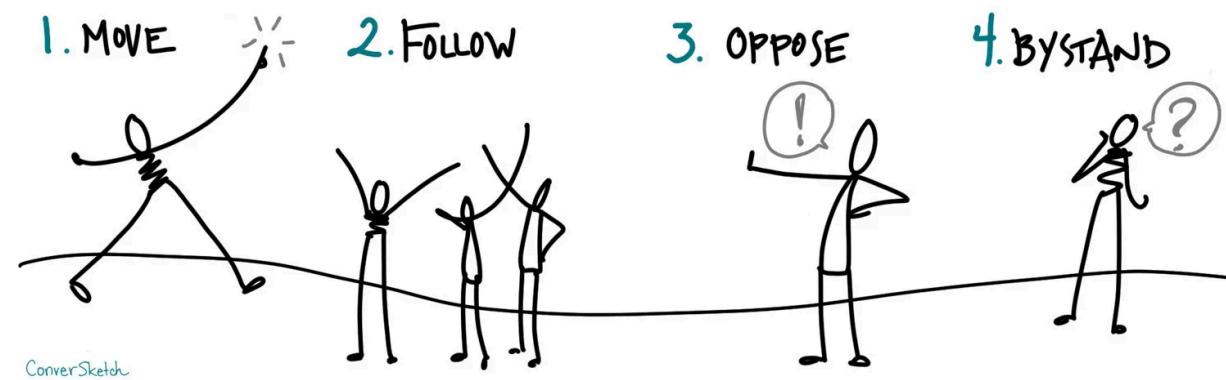
## Enhancing Collaboration through Role Clarity

Effective collaboration requires understanding the roles people play in communication. David Kantor's Four-Player Model helps teams navigate their conversations and make decisions based on each person's contribution.



## Kantor's Four-Player Model

Role	Description
🚀 Mover	Initiates ideas
✗ Opposer	Challenges ideas
👍 Follower	Supports ideas
👀 Bystander	Observes and reflects





**Initiates ideas or actions.**

Example: "*Let's focus on improving the user onboarding process to reduce churn.*"

## X Opposer

 Challenges ideas and raises concerns.

 Example: "*I think onboarding isn't the root problem. We need to focus on faster load times.*"

## 👍 Follower

✓ Supports and builds on ideas.

💡 Example: "I agree with Opposer. We should address speed issues before improving onboarding."



## Bystander

 **Observes and reflects on the conversation.**

 Example: "*Both onboarding and speed are important, but let's consider our resources and timeframe.*"

 **Q&A** **Thank You for Your Attention!**

- What questions do you have?
  - Let's discuss, collaborate, and build better products together.
-  *"Questions spark innovation. Let's talk!"*



## Matthew Truth

Product Manager with 99999+ years of experience

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Dotin | RM Innovation | Zavié | Rey Branding |  
ParadiseHub | Avatech Accelerator | Ronevis |  
Parandeban | Press TV | White-Tower Coffee  
Shop | McDonald's Malaysia

🙏 **Thank You for Being Part of This Journey!**

🧠 "Great products are built by great conversations. Let's start one!"



@TruthOfMatthew