

Chairing Council Meetings

Three Levels

1 Outer

2 Inner

3 Secret

Outer

- 1 presentation of the item
- 2 general discussion
- 3 proposal
- 4 discussion on the proposal
- 5 test for consensus

Levels of Agreement

i wholehearted agreement

ii declare reservation

iii stand aside

iv block

Inner

- 1 awareness of your own character
- 2 awareness of other people's character
- 3 sometime the conversation is not what its about
- 4 interpersonal dynamics
- 5 don't argue, discuss
- 6 subtle power mode
- 7 conflict is inevitable

Secret

→ listen deeply

- 1 Are any of the stages missing or neglected in your council's decision making process?
- 2 Does your council sometimes get stuck in a particular stage?
- 3 Is there any learning in this for you? Something you could do differently?

