



**THINK OUTSIDE THE BOSS.**

**DECISION MAKING and GOVERNANCE WORKSHOP**

November 5, 2016

Ola's Herb Shop

**1 INTRODUCTIONS**

Who are you, what's your connection, and why are you here?

**2 WHY CONSENSUS-BUILDING DECISION MAKING?**

A short video about a democratic consensus building process

**3 DEMONSTRATION SCENARIO**

We'll demonstrate a real-life cooperative workplace decision.

**4 NOW YOU DO IT!**

It's your turn. We're going to give you a scenario. Using the guide sheet we provided, go forth and come to a decision including everyone in your group, that everyone can agree to, and works!

**5 WHAT WERE YOUR AHA! MOMENTS?**

Let everyone know what light bulbs came on

**6 TALK TOGETHER AND MAKE A LIST OF QUESTIONS**

**7 FEEDBACK FOR FUTURE WORKSHOPS**

What do you need, or would like to see, going forward?

**8 CLOSING ROUND**

*Ron Gaydos, Jeff Jaeger, and Eva Hui from the PCOC*

*Thanks to Ben Ledewitz and Shane Eazor from Fourth River Workers Guild for facilitating this workshop!*

## Scenario Script

**Narrator:** We are at our company policy meeting. The second item on our agenda was added by Ben relating to bookkeeping. Shane is facilitating the meeting, and Ron is the secretary. We are going to start the picture forming process:

Shane: Okay, Item number two, that Ben wanted on the agenda: Bookkeeping  
Ben: Describes problem

**Narrator:** Now we will begin the proposal shaping process.

Shane: What needs done? (popcorn round: invoices, log receipts, align spreadsheets with tax forms, log receipts, etc.)

Let's have proposal suggestions:

Ron: Outside help by the lowest responsible bidder

Jeff: A shared task force according to each's strengths

Ben: In-house helper

Shane: Proposal motions?

**Narrator:** Now we will present and work the proposal

Ron: Let's do an in-house helper for Ben, after he goes up to so many hours, then go outside

Shane: Clarifications?

Jeff: At what point does the helper kick in?

Ron: 8 hours between Ben and the helper

Shane: Let's do a quick reaction round. (all say something...)

Shane: Seeking objections?

Jeff: Can we afford it?

Ron: I'll look for 25/hour

Ben: Plus that person should be more efficient

Shane: I amend the proposal to have a review after 6 months

Do we have consent? None? Good.

Now we need to define the role. (data entry invoices, log receipts, align spreadsheets with tax forms, log receipts, beer fund, etc)

Does someone have a proposal?

Ben: (proposes the position)

Shane: Clarifications?

Ron: Do you get paid to do that?

Ben: Yes, and so the helper should be paid, too.

Jeff: When will they do the work?

Ron: In off-hours, slow times, or rainy days

Shane: Let's do a quick reaction round. (

(Summarizes) Look for objections?

Ben: I'd like to add a one-month review with a one year term.

Shane: Round of consent. (all agree)

Nominate the helper...rounds, consent

**Narrator:** Now the group announces the decision

Shane: We have consent. We're done!

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## LINKS

<https://www.facebook.com/events/1320754331302662/>

<https://www.eventbrite.com/e/think-outside-the-boss-governance-tickets-29001528352>

[www.PittsburghChamber.coop/events](http://www.PittsburghChamber.coop/events)

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