

Assume goodwill from all involved...

Create for yourself a new, indomitable perception of faithfulness. What is usually called faithfulness passes so quickly. Let this be your faithfulness:

You will experience moments.... fleeting moments.... with the other person. The human being will appear to you then as if filled, irradiated with the archetype of his spirit.

And then there may be.... indeed will be.... other moments, long periods of time, when human beings are darkened. But you will learn to say to yourself at such times: "The Spirit makes me strong. I remember the archetype. I saw it once. No illusion, no deception shall rob me of it."

Always struggle for the image that you saw. This struggle is faithfulness. Striving thus for faithfulness, we shall be close to one another, as if endowed with the protective powers of angels.

-Rudolf Steiner

Consensus Process in action...

Unity, not unanimity...

Ask yourself, "Is the spirit of the action moving in the direction of the shared values?"

Discernment...Standing Behind the Principle vs. Personal Preference

Ask yourself, "Is having my strategy adopted important for the nature of this particular decision or is this more about steering the decision in a direction that is closer to my own

Tools for Consensus Making...

Rule of Three...

If the group is going to make a major policy decision it should be brought to no less than three meetings. When there are time concerns special meetings can be called, but the format should be:

Mtg 1: Introduction of the issue and dialogue (20-30 minutes): Prior documentation should be provided to committee/board/group members. From here the issue gets sent to committee with the mandate to create/bring a proposal. This should be sent out to members prior to the second meeting.

Mtg 2: Full discussion of the proposal by the group (60-90 minutes): Send all recommendations back to committee for revisions after input. Once revisions are finished the new proposal should be sent out to group prior to the third and final meeting.

Mtg 3: Final discussion and decision (45 minutes)

Define the Role of the Mandate Team or Committee...

This can be anything the group wants it to be. One example is making clear that maximum representation of stakeholder input be solicited prior to a recommendation being made. Another is that the proposal be objective and principle based.