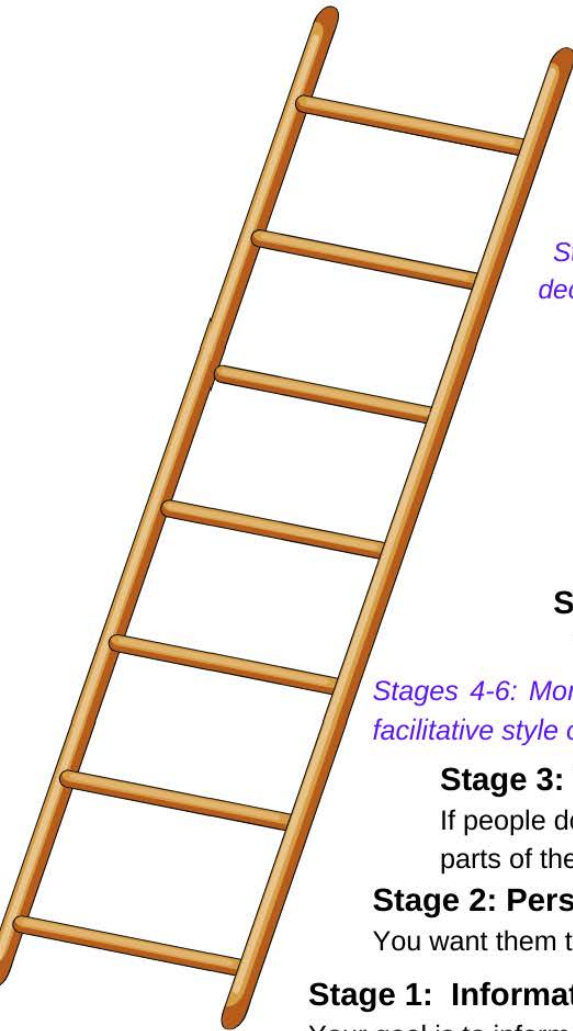


LADDER of Involvement in Decision Making



Stage 8: Full Responsibility

You make the decision **and** implement the decision

Stage 7: Decision-Making Authority

You make the decision; somebody else will implement the decision

Stages 7-8: Full Facilitative Process- In these stages you have a lot of latitude in making the decision AND implementing the decision. This is where you can use the full facilitative process to execute these levels of decision making.

Stage 6: Implementation Responsibility

The decision has been made by some other group & your group is responsible for deciding how to implement the decision.

Stage 5: Input on Decision

You have not made the decision yet; the parameters & criteria may or may not have been largely determined. You need many perspectives to determine if the decision is needed at this time.

Stage 4: Input Towards Implementation

The decision is made but the people who are implementing it have some leeway in how they will execute it or apply it.

Stages 4-6: More Facilitative Decision-Making- The next three stages are limited decision-making authority but begin to invite a more facilitative style of decision-making.

Stage 3: Education

If people do not know about the decision they cannot apply it. Your purpose is to ensure the right people know all the component parts of the decision. This way they can tell others why the decision exists and how to apply it.

Stage 2: Persuasion

You want them to understand it, accept it and be able to apply it when needed as intended. You do not want resistance to it.

Stage 1: Information

Your goal is to inform the group about a decision.

Stages 1-3: Hierarchical Models of Decision Making- These first three stages are where the senior leaders make the decision.