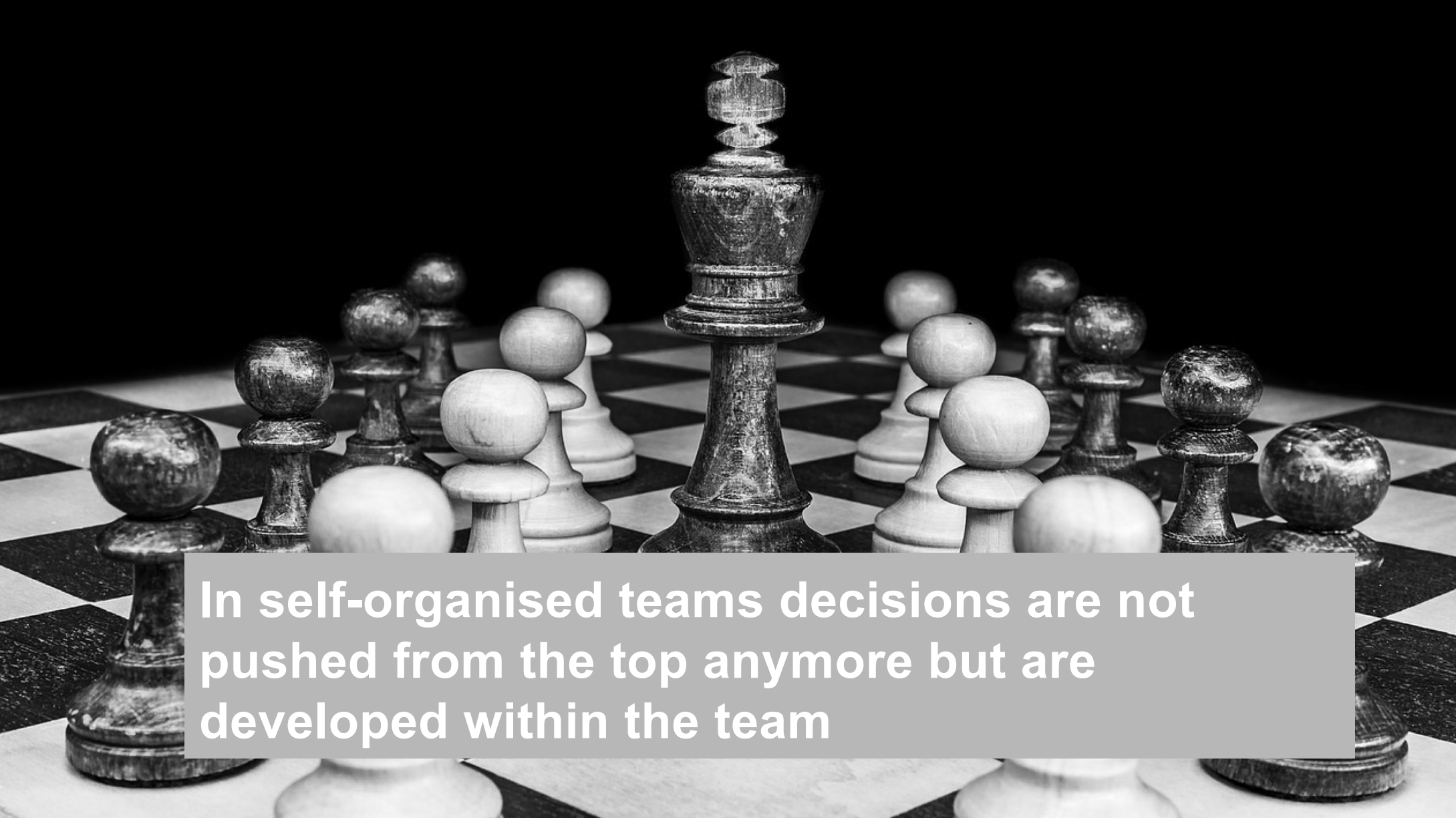


**Finding the ideal consensus in teams - is like looking for a perpetual motion machine...**





How are we making decisions in Teams?



**In self-organised teams decisions are not pushed from the top anymore but are developed within the team**





The most common way to make decisions in teams is the “democratic majority principle”



A photograph of two brown goats with yellow ear tags locking their horns in a struggle. The goats are standing on a dirt ground. A semi-transparent grey box with white text is overlaid on the upper part of the image.

**What are the consequences of the democratic majority principle?**

**Power struggle and conflicts**





We need a diversity of decision making tools

We need an alternative decision making method in teams

“Systemic Consensus -Systemisches Konsensieren”



The intention is to shift from a majority oriented decision to decisions with the least resistance





A silhouette of a person pushing a large ball up a hill against a blue sky. The person is on the left, pushing the ball up a dark, sloping hill. The background is a solid blue sky. The scene is a classic metaphor for overcoming resistance or achieving a goal.

On a scale from 0 - 10 how strong is your resistance?







Peter



Susanne











Bob



Henry




					
	✖				
		✖			
			✖		
				✖	



					
	✖				
		✖	no go		
			✖		
			✖		





					
	0	7	5	10	
	3	0	10	9	
	4	10	0	2	
	10	8	3	0	



0

7

5

10



3

0

10

9



4

10

0

2



10

8

3

0



					
	0	7	5	10	
	3	0	10	9	
	4	10	0	2	
	<div>10</div> <div>17</div>	<div>8</div> <div>25</div>	<div>3</div> <div>18</div>	<div>0</div> <div>21</div>	







**We are Holger and  
Victoria /  
Team Coaches at  
IDEALO and our  
daily business is to  
develop self-  
organised teams**

