RESOLVER: a game for teams that work

What is Resolver? Resolver is a way of making decisions together that draws out the best thinking of the group. Resolver is a form of consensus decision-making, based on Sociocracy and Formal Consensus. Consensus means "consent after dialogue"; it does not mean "unanimity". In Resolver, a group adopts a proposal after they resolve all concerns that relate to their shared purpose. Resolver is a tool that can be used for accomplishing any shared purpose. For more information and resources go to: http://decisionlab.org.uk/ or contact Nathaniel White 07766093015 nathaniel@decisionlab.org.uk

The Rules:
1. In general, only one person has permission to speak at any moment. The person with permission to speak is determined by the group discussion technique in use and/or the facilitator.
2. Once a decision has been adopted by consent, it is the policy of the group. It cannot be changed without reaching a new consensus. If a new consensus cannot be reached, the old decision stands.
3. Policy decisions are made by consent. Every policy decision must be openly discussed before it can be tested for consent, at least through a Reaction Round. Operational decisions are made by the person, group or process to which policy has delegated authority. The one policy decision that cannot be delegated is the election of a circle's Leader, Representative, or Facilitator.
4. A concern must be based upon the Vision, Mission, Aims and/or Policy of the group (collectively also known as Purpose and Principles) to justify a block to consensus.
5. Every meeting which uses Resolver must have an evaluation.

MEETING FORMAT
FRAMING - Purpose; Rules
OPENING ROUND
ADMIN - set agenda, next meeting, etc.
CONTENT - Reports or proposals
EVALUATION - What worked? What needs to change?

At any time, the facilitator may test for consensus -- and a group member may ask the facilitator to test.

To test for consensus: "Are there any concerns [issues, creative input, etc.] about this proposal that we have not yet resolved?" **If there is silence, then you have consensus.**

If there is no consensus and you are out of time, you may 1) send the proposal to a committee, 2) return to the issue at a future meeting, 3) abandon the current proposal.

The Flow-Chart

Make a PROPOSAL
▼
Draw out CONCERNS
▼
Group the CONCERNS
▼
Make RESOLUTION(S)

As a participant, when the facilitator tests for consensus, you may: 1) Remain silent, 2) State that you have a concern that has not yet been heard, 3) State that you are willing to set aside your concern, as it would not prevent the group from accomplishing its purpose (also known as "standing aside"), or 4) State that you have an unresolved concern that is vital to the group accomplishing its purpose ("declare a block").

Roles:
Facilitator (decides who will speak and what group process to use -- e.g., small groups -- may ask disruptive person to change behavior or leave)
Minute-taker (records Proposals, Concerns (both resolved and set-aside) and Consensus)
Time-keeper (tracks agenda & time)
Scribe (writes on board)