

FireFly Facilitation's Process for Reaching Consensus

Once you have diverged to consider several options, you need to have a process for vetting the options and converging on a decision that all will support and fully execute. These are the steps to achieving that.

How FireFly Defines Consensus:

- Input of every member is considered
- Effort to address all concerns
- All members help develop the decision
- All members agree to support decision 100%
- *"I believe this is the best decision for the organization at this time, and I will support it."*

How to Test for Consensus – Red, Yellow, Green Method:

- What the vote means:
 - Red: *I do not support.*
 - Yellow: *I could support, but I have some questions I need to have addressed.*
 - Green: *I support; it's the best decision for our organization at this time.*
- Ways of voting:
 - Show of hands for each color
 - Round robin with or without explanation
 - Hold up colored sheet of paper simultaneously
 - Secret ballot



How to Resolve Differences:

1. Green voters remain quiet
2. Yellow voters describe their concerns
3. Any member can then offer ideas or refinements
4. Red voters then state their opposition and proposed alternative(s)
5. Resolve differences
6. Re-vote if still not there

Tips for Reaching Consensus:

- Remind group of the presenting issue and the ultimate goal.
- Encourage all members to have a full say.
- Emphasize positives.
- Find out how serious the negatives are.
- Keep summing up the areas of agreement...*"I have noted four major reasons that have come up. They are..."*
- Change the facilitation process