DECISION TOKENS TECHNIQUE:

FOR DECENTRALIZED DECISION MAKING

BACKGROUND

Traditional top-down decision-making can stifle innovation and slow down processes.

Organizations need agile, empowered teams that can make quick, informed decisions.

But how can you ensure that these decisions are made responsibly?

DECISION TOKENS

HOW IT WORKS:

Allocation: Each team member receives a set number of tokens periodically (e.g., monthly or quarterly).

Usage: Tokens are "spent" to make decisions, whether it's launching a new project, changing a process, or investing in a new tool.

Accountability: Once a token is used, the decision and its outcomes are reviewed by peers, fostering a culture of accountability and continuous improvement.

DECISION TOKENS
WHY IT WORKS:

Ownership: Tokens create a sense of ownership and responsibility, as each decision directly impacts the team member's token balance.

Focus: With a limited number of tokens, team members prioritize high-impact decisions, leading to better resource allocation.

Collaboration: Knowing that decisions will be reviewed by peers encourages collaboration and transparency.

REAL IMPACT

Increase in innovative solutions and reduction in decision-making time.

Employees feel more involved and responsible, leading to higher engagement and morale.

IMPLEMENTATION STEPS

Define Token Value: Decide what types of decisions require tokens and the value of each token.

Set Guidelines: Create clear guidelines on how and when tokens can be used, ensuring alignment with organizational goals.

Track and Review: Implement a tracking system for token usage and establish regular review sessions to assess decision outcomes.

Feedback Loop: Create a feedback loop where peers review decisions, providing constructive feedback and fostering a culture of continuous improvement.

OVERCOMING CHALLENGES

Resistance to Change:
Address potential resistance by clearly communicating the benefits and providing training on the new system.

Balancing Token Distribution:
Ensure fair distribution of tokens to avoid favoritism and promote equal opportunities for decision-making.

Avoiding Token Hoarding:
Implement a use-it-or-lose-it policy to encourage regular decision-making and prevent token hoarding.

READY TO REVOLUTIONIZE YOUR TEAM'S DECISION-MAKING PROCESS?

Start with Decision Tokens and Share your thoughts
or experiences with this technique.

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