

# Deep Democracy: The art of effective decision making, conflict prevention, and transformation

Georgina Veldhorst

Nancy McNairn

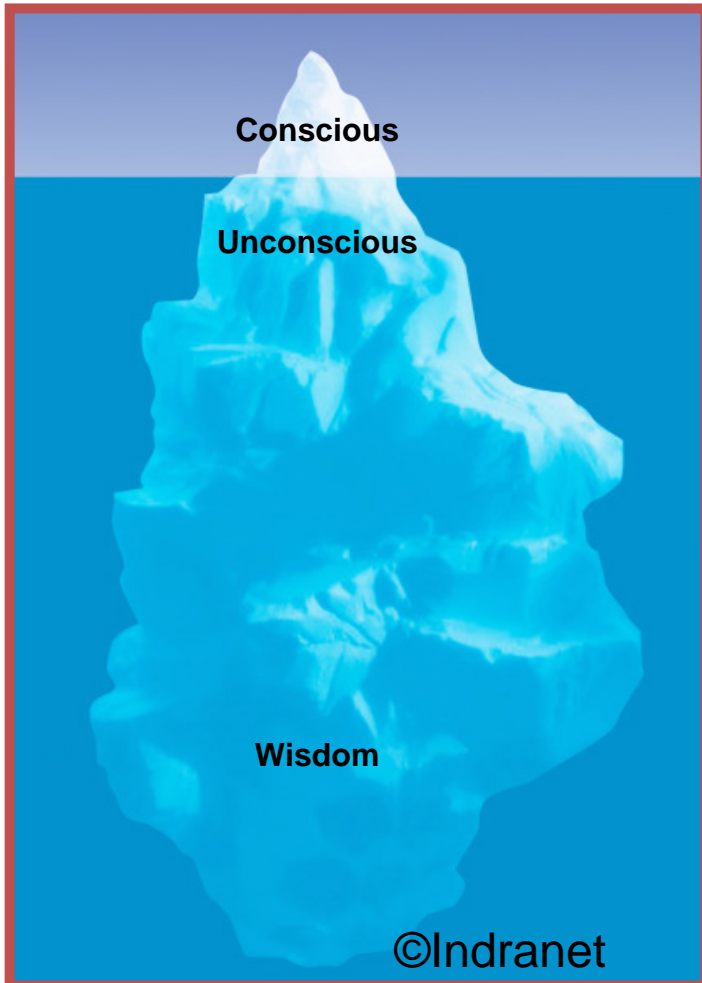
# History

- Theory developed by Arnold Mindell
- Tools and practical applications developed by Mryna Lewis in the context of the shift from Apartheid in South Africa
- Now used in Africa, Europe, UK, Russia, India, Israel, and recently in North America
- Web site—[www.deep-democracy.net](http://www.deep-democracy.net)

# What is Deep Democracy

- An approach to help individuals and groups address issues, make decisions, and resolve conflict
- The process enables people to see situations in new ways
- The skills and tools enables the leader to improve decision making, gain true buy in, and enhance productivity and performance
- Advanced DD practitioners can achieve breakthroughs in seemingly impossible-to-solve issues.

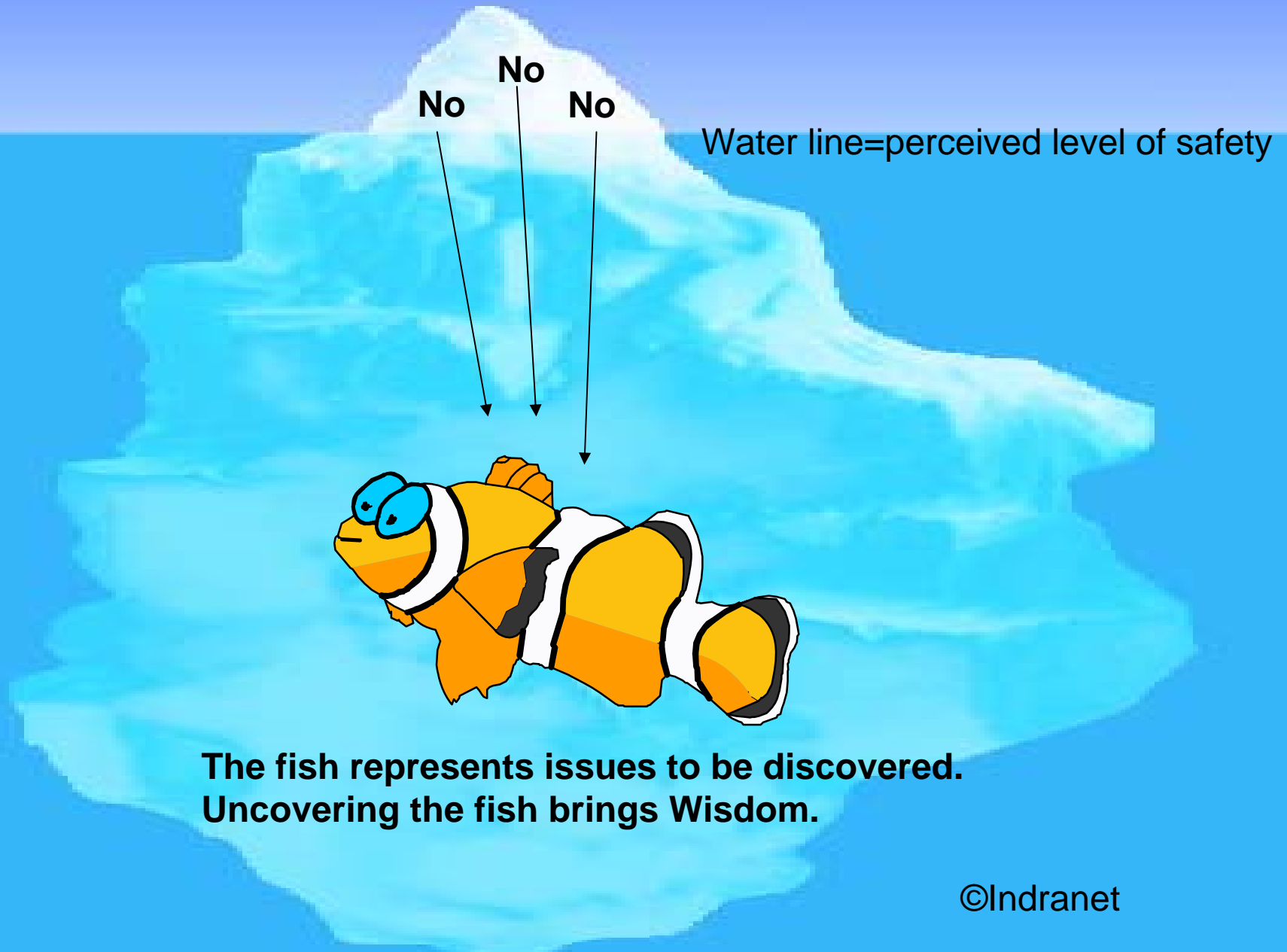
# Freud's Iceberg: Conscious and Unconscious




Conscious is when everyone is aware of what is happening

Unconscious is when not everyone is aware.

THE WISDOM - lies in the unconscious.



**The fish represents issues to be discovered.  
Uncovering the fish brings Wisdom.**



Fear of saying what we really think and feel...

Fear of hearing and listening to the views and feelings of others.

# The role of the leader is to...

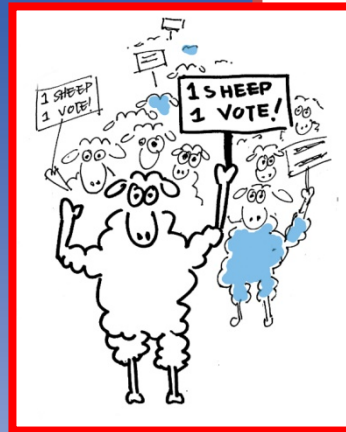


## Lower the water line

- Surface all the views
- Make it safe to voice an alternative view
- Spread the alternative view
- Vote
- What will it take for you to come along

# Decision Making Processes

## Majority Democracy

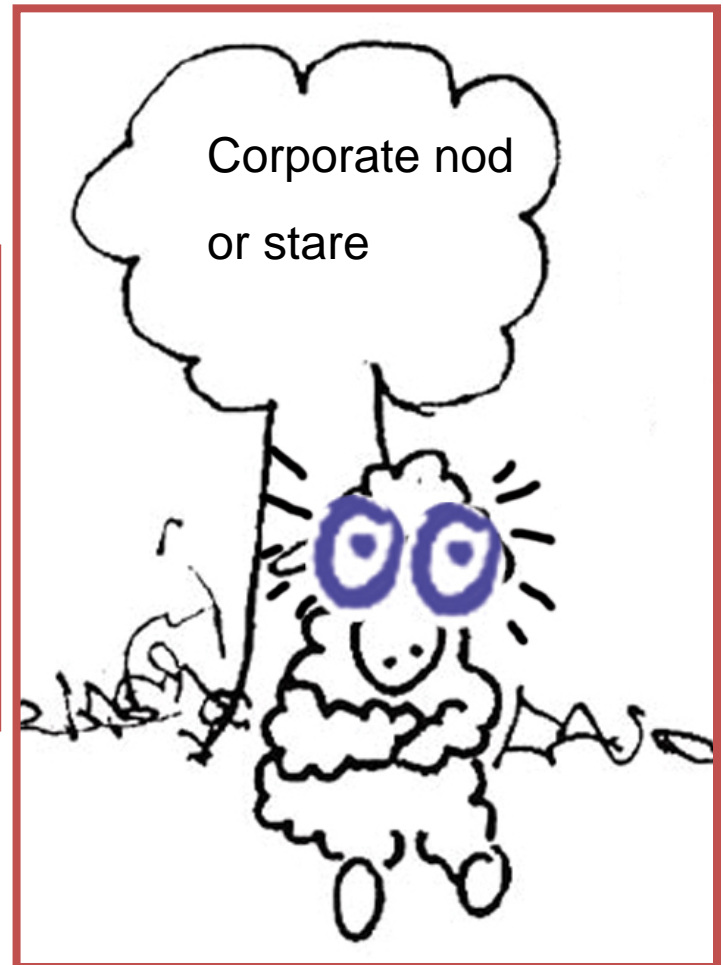
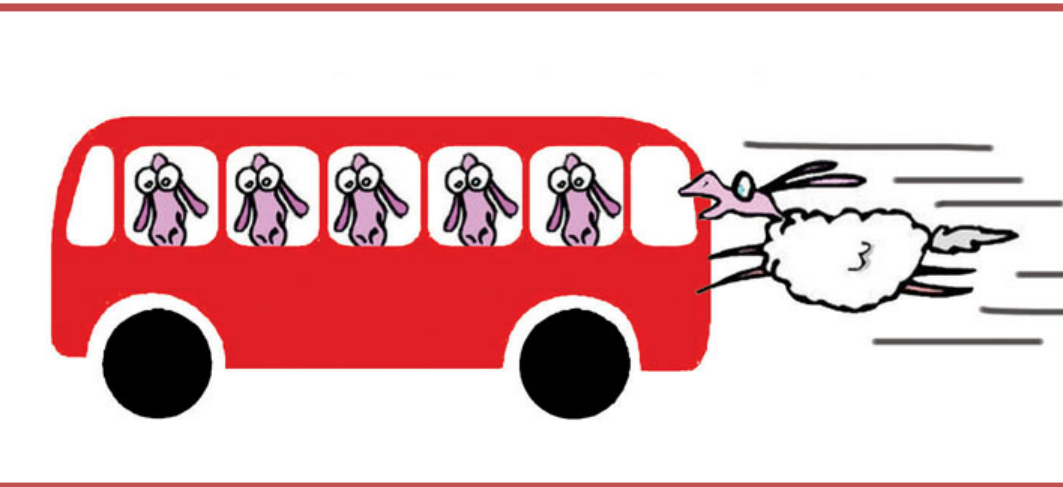


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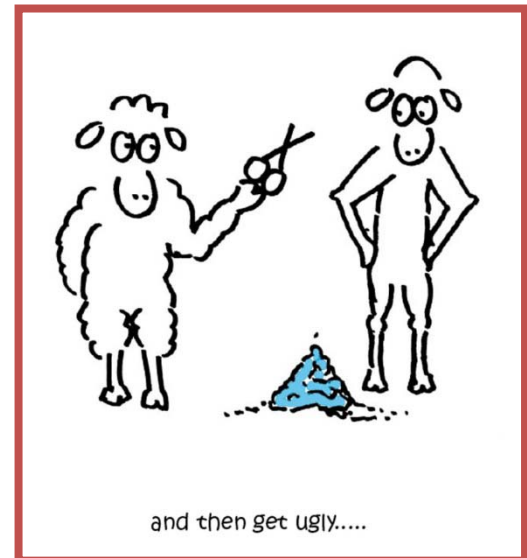
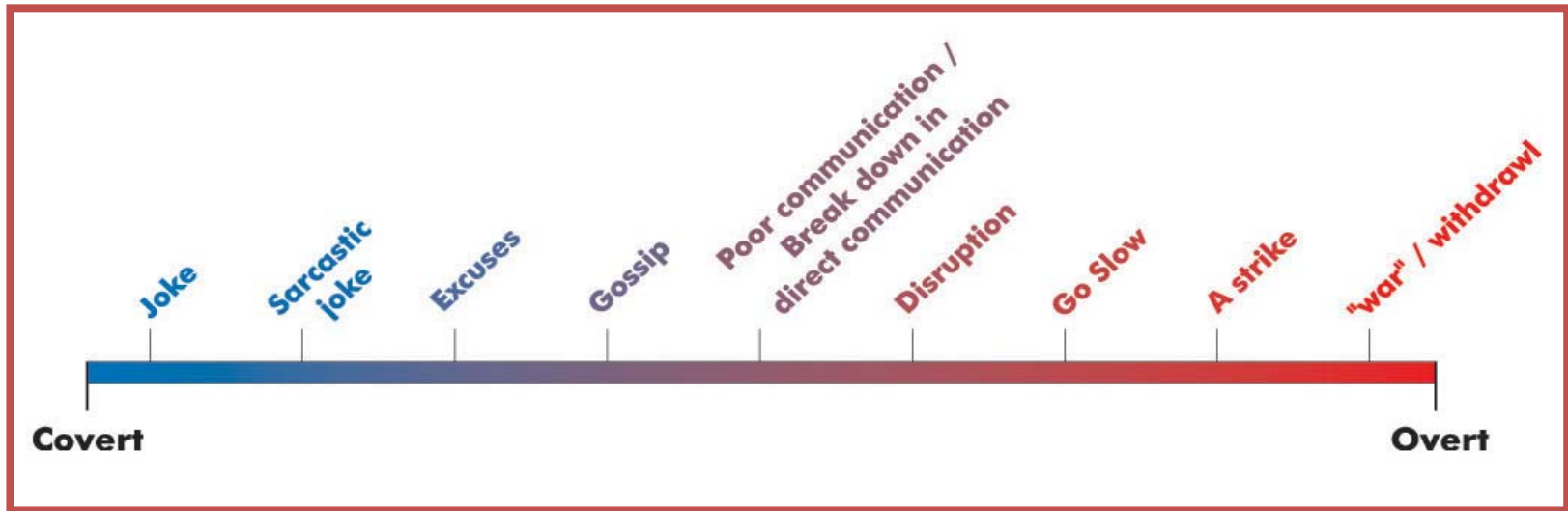
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# How do you know someone is not “on the bus”?



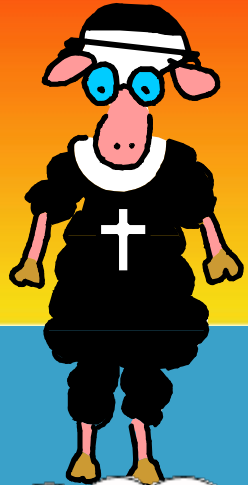
# Saboteur Line



# Principles

1. People wish to be in relationship. It is not about winning the argument - the relationship is more important than winning
2. No one has a monopoly on the truth
3. The resolution process is a growing opportunity, that we will be able to discover something about ourselves, which will be helpful and enable our development

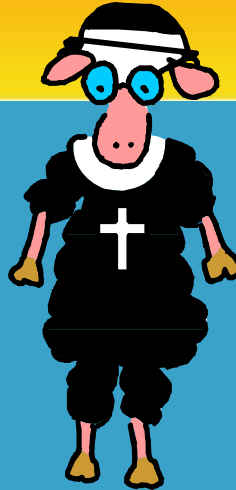
# Environment change influences role of person



Priests  
subdued



Priests  
subdued



Priests  
subdued

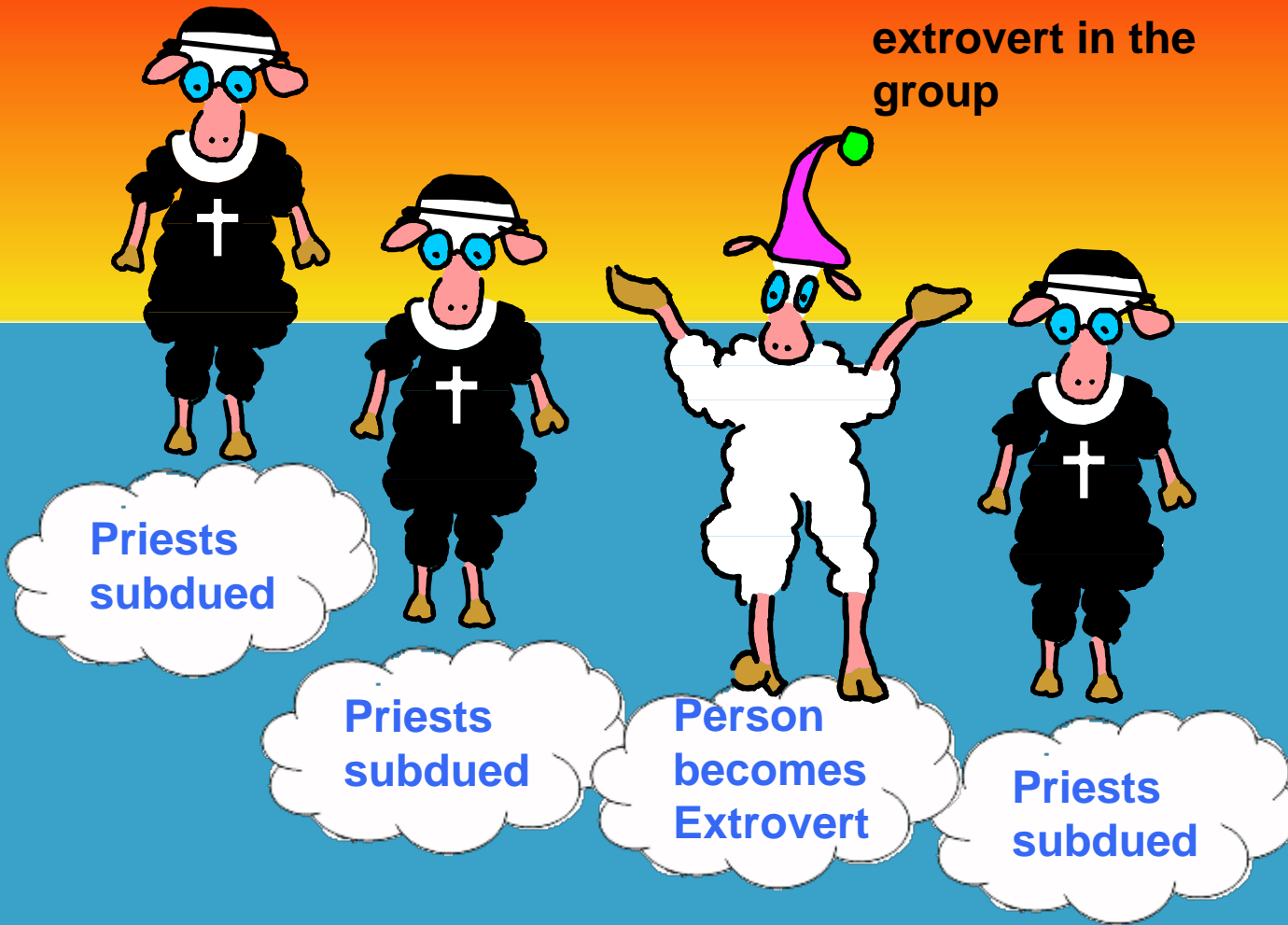
Introvert moves into the group



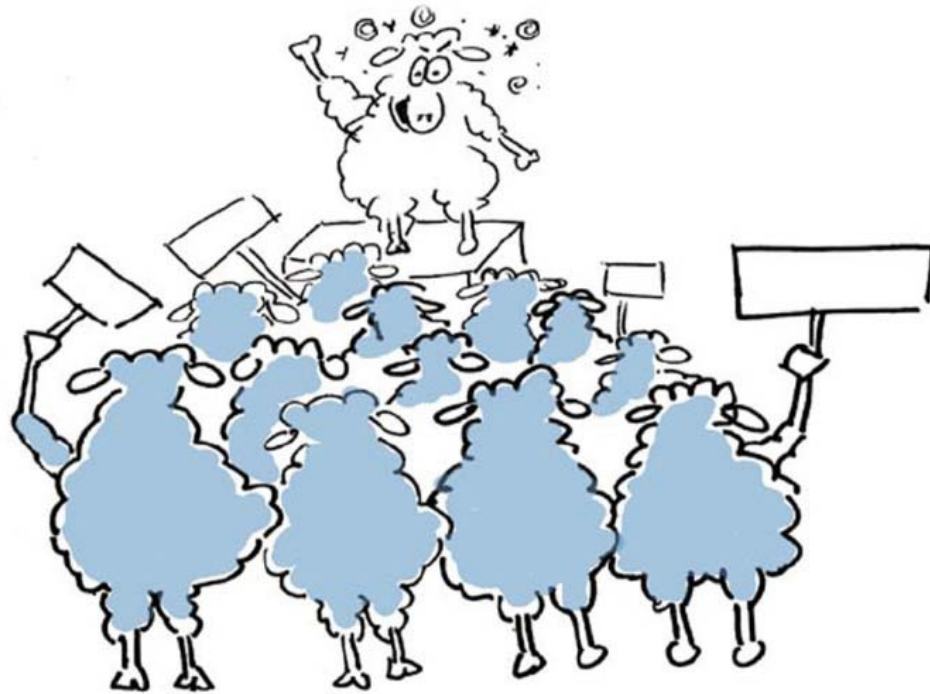
Introvert  
Person

# Environment change influences role of person

The introvert turns extrovert in the group



# Speaking the alternative view



Put yourself in their shoes - it's not easy to be the only one who sees things differently.

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# DD theory, tools, and processes help the leader to...

- Analyze and understand the dynamics at play in a group or organization,
- Enable people to say what needs to be said,
- Gain true buy-in to decision-making processes from start to finish. The lack of 'buy in', results in resistance to change and counterproductive behaviour, and
- With advanced skills, prevent conflict and transform it when it occurs.

# A tool to try...before making your next team decision

- Surface all the views: are there other perspectives?
- Make it safe to have an alternative view: does anyone have a different view?
- Spread the alternative view: who else feels/thinks a little bit like this?