

HOW TO ADD VALUE WHEN YOU'RE NOT THE SUBJECT MATTER EXPERT

Don't become a passive observer. When you stay silent, decisions are made without your:

- Perspective that differs from the decision-owner
- Understanding of different stakeholders
- Emotional distance from the decision
- Insight about implementation

WHEN YOU'RE NOT DIRECTLY INVOLVED IN THE DELIBERATIONS, YOU'RE IN A GREAT POSITION TO:



① ASK NAIVE QUESTIONS TO ENCOURAGE DEEPER UNDERSTANDING



② SPOT ASSUMPTIONS IN THE PROPOSED PLAN



③ INQUIRE ABOUT SCENARIOS WHERE THE PLAN MIGHT NOT HOLD



④ UNCOVER SMALL MISALIGNMENTS AMONG THE TEAM

⑤

ENVISION MORE
OUT-OF-THE-BOX



SOLUTIONS

TO THE PROBLEM



⑥ BROKER PRODUCTIVE CONFLICT BETWEEN YOUR COLLEAGUES

⑦ CONSIDER THE IMPACT ON DIFFERENT GROUPS

⑧ SHARPEN THE NARRATIVES IN PREPARATION FOR COMMUNICATING THE DECISION ★★

⑨ SUGGEST WHEN THE DISCUSSION IS OFF TRACK, IN THE WEEDS, OR SHORT OF EVIDENCE

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LEND CREDIBILITY TO MINORITY VOICES WHO AREN'T BEING HEARD

