

Integrity by DESIGN

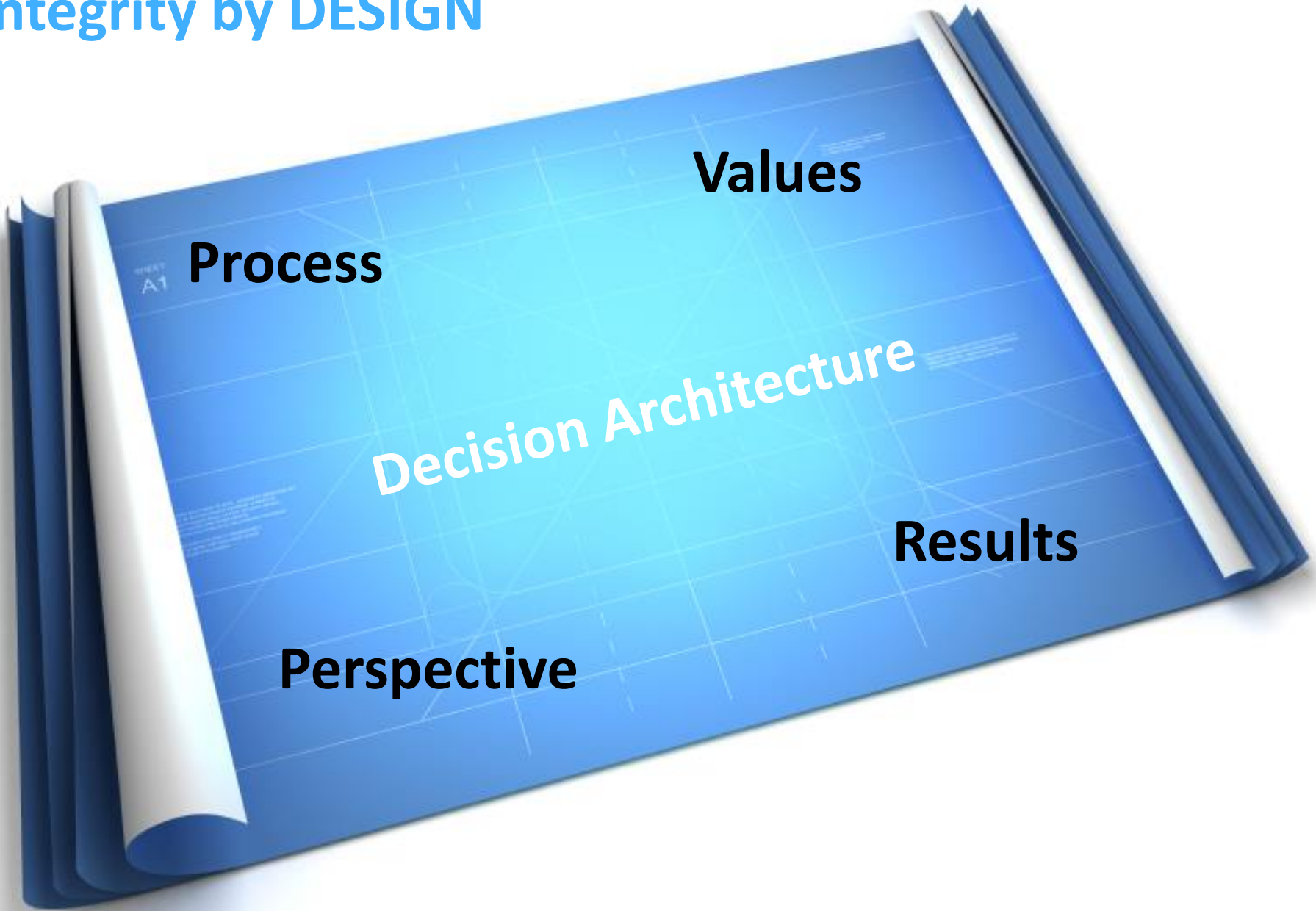
Values

Process

Decision Architecture

Results

Perspective



All your business
decisions



KEY

Decisions

Fork in the Road

Controversy

Impact/Risk Level

- **For Stakeholders**
- **Morale**
- **Reputation**

THE Standard for Key Decision Design



Results (R.O.D.)
+ *Benefits - Costs*

Reputation
+ *Credibility*

Resilience
+ *Decision Capacity*

INTEGRITY

..what you

what is right to do

>>Dialogue>>

have a right to do..

Policy violation

Wrongdoing



Five Dialogue Questions to...

Generate clarity at each step

Point of view?

Importance to Stakeholders?

Priorities?

Alignment and Risk?

Credible Engagement?

...Decision Integrity





VIA is scalable

- **Complex ...** **4 hrs+**
- **Full ...** **2 hrs**
- **Brief ...** **15-60 min**
- **'On-the-Fly' ...** **5-15 min**

Decision-Making Roles...

...That help shape ...

Sole Decision Maker, Member of Decision-making Group

Advisor Who Makes Recommendation

Influencer 1 – Providing Information, Shaping Options

Influencer 2 - Persuading Stakeholders

Implementer / Impactee

...Decision Integrity





Respect

different perspectives

Accountability

to stakeholders

Credibility

an honest story

INTEGRITY

Key decisions always

send a message

GOOD DECISION

5. Credibility

>>> Dialogue >>>

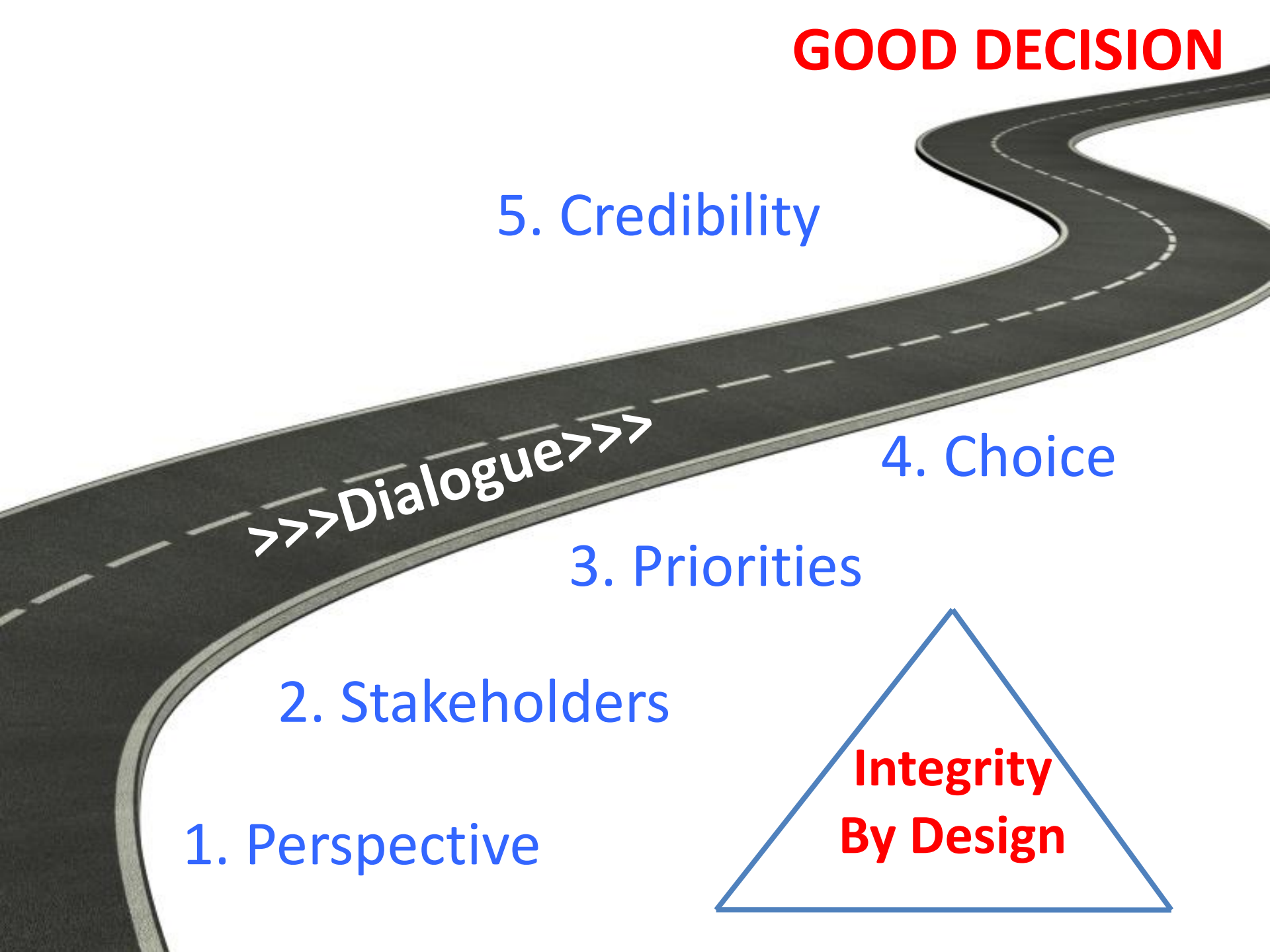
4. Choice

3. Priorities

2. Stakeholders

1. Perspective

**Integrity
By Design**



“A leader is one who knows the way, goes the way, and shows the way.”

John Maxwell

Use a process to show others

HOW to..

..make good decisions

..demonstrate integrity, and

..scale your organization



**What
could be**

What is

Gratias
Dziękuję
Merci
Danke
Kos
Obri
gato
Mahalo
Nono
adono
arigato
Спасибо
Tak
Paxmet
Prasom
Gracias
Dank
Ke
Multumesc