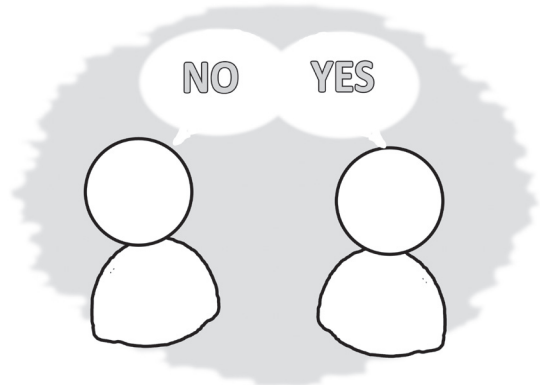


## Multiplier Experiments

# Make a Debate

## Hold a Debate on a Key Decision.



Use debate to build the collective intelligence and will needed to execute fast and flawlessly. Identify an important decision and frame the issue to your team, ask them to prepare by coming into the debate with a) data and b) an opening position. Then spark the debate and drive a sound decision.

Multiplier Discipline: **Community Builder**, remedy for “Rapid Responder” Accidental Diminisher

### Multiplier Mindset:

Bring together the people who need to be involved in the decision.  
When people understand the logic, they know what to do.

### Multiplier Practices:

1. Frame the issue
  - Define the question. A good debate question has clear options to choose from, such as A, B, C or Yes, No
  - Explain why it is a critical question and requires debate
  - Ask people to come prepared with:
    - a) an OPENING position and
    - b) information/data/evidence as support
  - Tell them how the decision will be made
2. Bring the group together and spark the debate
  - Ask the debate question
  - Ask people to support their positions with evidence
  - Ask everyone to weigh in
  - Ask people to switch positions and argue the other side
3. Make the decision: You can make it through consensus, majority vote, or you can make the final decision. Any of these work. What’s important is that you lead your team through a debate process.

### The Promise:

Debate is a technique for both rigor and speed. Not only does the team come to a better decision, but they’ve built a deep understanding of the issues which allows them to execute intelligently and quickly. When the leader gives people a legitimate chance to weigh in, they buy in.

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Use this worksheet to plan and reflect on your Multiplier Experiments.

### 1. Experiment Purpose

What problem are you trying to address?	What do you hope to accomplish?

### 2. Document Your Plan

When and where will you try this?	What might limit success?	What will you do to overcome these hurdles?

### 3. Establish Measures

How will you know if you've been successful?	How will you get feedback?

### 4. Evaluate Results

What happened?	What impact did you have on others?	What was accomplished?

### 5. Study Your Learning

What surprised you?	What could you do differently to improve your results?	How would you describe the return on your investment for this experiment?

### 6. Make Lasting Change

How will you make this part of your ongoing management practice?	When and where will you use this approach again?

We'd love to hear about your successes with this Multiplier Experiment. Visit [MultiplierEffectBook.com](http://MultiplierEffectBook.com) to share your story.