

# Negotiating a Decision Process

	<b>Scope of Response</b>	<b>Focus of Response</b>	<b>Level of Response</b>	<b>Integration of Effort</b>	<b>Type of Response</b>
<b>Survey Issues</b>	<b>Do nothing</b>	<b>Company wide</b>	<b>Top down</b>	<b>Modular (independent tasks that can be delegated)</b>	<b>Procedural changes</b>
	<b>Adjustments</b>	<b>Divisional</b>	<b>Top down with inputs from other levels</b>	<b>Sequence by priorities, resource availability, etc.</b>	<b>Training</b>
	<b>Redesign or Replace</b>	<b>Departmental</b>	<b>Bottom up with executive approval/veto</b>	<b>Concurrent (simultaneous efforts)</b>	<b>Structural changes</b>
	<b>Treat the "symptom" as needed, but also search for broader issues</b>	<b>Personal</b>	<b>Bottom up with guidelines or criteria</b>	<b>Integrated (single point of coordination)</b>	<b>System redesign</b>
		<b>Horizontal layer</b>	<b>Bottom up without constraint</b>		<b>Policy declaration or clarification</b>
				<b>Issues of value or philosophy</b>	

# Feedback in Support of Decisions

	Scope of Response	Focus of Response	Level of Response	Integration of Effort	Type of Response	
Job Posting system perceived as unfair and subject to political influence	Do nothing	Company wide	Top down	Modular	Procedural changes	
	Adjustments	Divisional	Top down with inputs from other levels	Sequence with other efforts	Training	
	Redesign or Replace	Departmental	Bottom up with executive approval/veto	Concurrent (simultaneous efforts)	Structural changes	
	Treat the "symptom" as needed, but also search for broader issues	Personal	Horizontal layer	Bottom up with guidelines	Integrated (single point of coordination)	System re/design
						Policy declaration
				Issues of value / vision		