

delibera.com

Collaborative Intelligence [CI] platform to support deliberative processes in complex organizations

Permite una **gestión 100% digital**, clave en estos momentos

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Plataforma de Inteligencia Colaborativa

Mejora la calidad de las conversaciones clave

Ayudando a los líderes de las organizaciones a entender, decidir y ejecutar mejor



PLAY VIDEO



A large, stylized grey letter 'd' is positioned on the left side of the slide. Above it, there are two smaller circles, one light blue and one light orange.

01

A short, vertical orange line is located between the number '01' and the main title.

What is the CI and how is it organised through delibera

What is CI and how is it organised through delibera

Collaborative intelligence is the result of pooling the intelligence spread across a group. **The intelligence of many thinking together is greater than that of each one separately.** It enables effective skills mobilisation and accelerates transformation.

In order to achieve it, one must drive collaboration and as first step, **improve the quality of key conversations in groups.**

CI is the outcome of **orderly, productive and stimulating debate among a larger or smaller group of people, enabling a major challenge to be tackled while maximising the potential for success.**

The insights and energies of changes needed to jointly move forward are widely dispersed in organisations.

Data recorded



20% of insights

Big Data, Analytics,
Machine Learning, AI

"Heads" of people



80% of insights

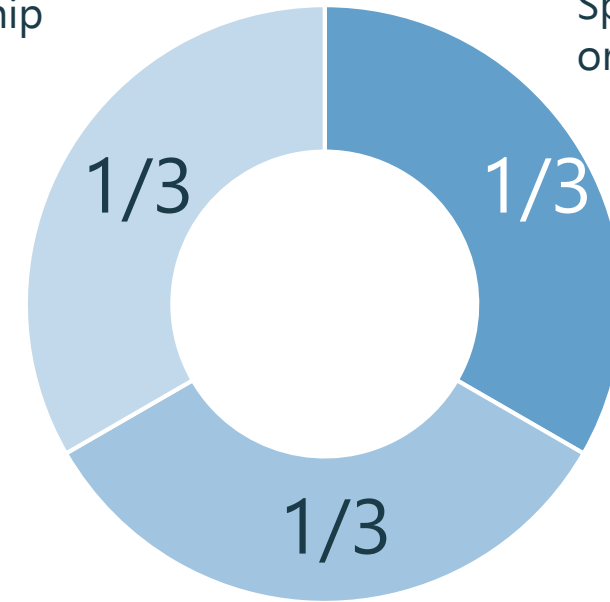
Collaboration

Source: dontknow/Delibera. Analysis of 4,000 insights/decisions that have led to significant transformation breakthroughs in 40 benchmark companies. Extended" leadership teams include middle management.

Enlarged Leadership
Teams



Spread throughout the
organisation



External organisations

On average, for each well-managed decision, inputs are pooled from some 15-25 people, requiring three times as many people to be consulted.



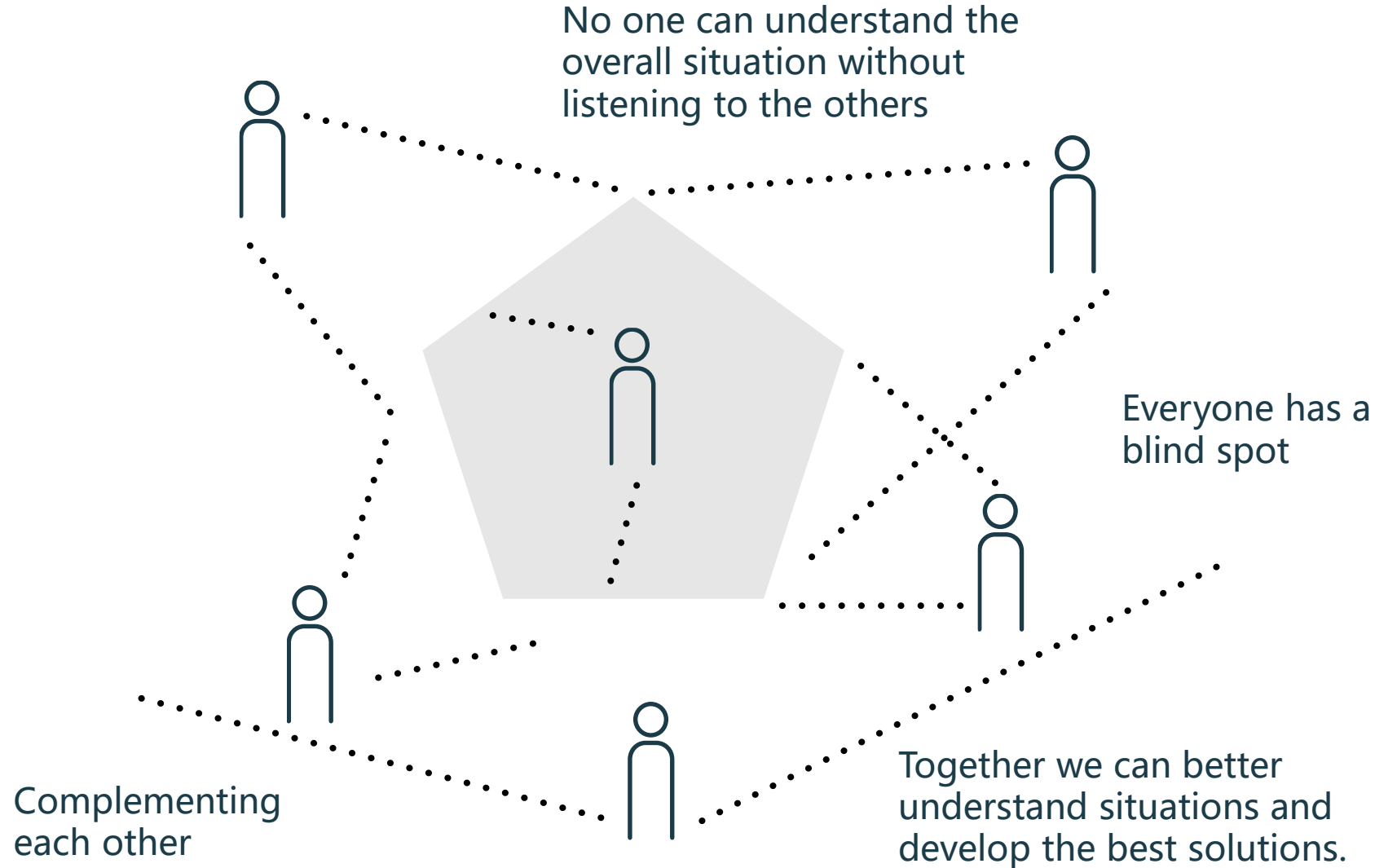
"Collective intelligence is intelligence that is spread everywhere. No one knows everything, everyone knows something. There is a need for efficient skills mobilisation."

Pierre Lévy

Collective Intelligence

Each person sees something that others do not see

- No one knows it all
- Everyone knows something
- There's no one you can't learn from



What makes groups intelligent?

The intelligence of a group is not the intelligence of each member but rather the intelligence of its interactive dynamics
(decision making level).

There are groups of very intelligent people who have silly dynamics!



Improving conversations is essential to optimise the dynamics of interaction vital for collaboration and transformation.

Basic operations in group discernment



There are some **basic operations** that are carried out when groups try to deal with complex situations in order to start defining the situation, projecting what should be done and how to do it:

- **Ask the right questions** to move in some direction.
- **Evaluate** a starting situation, a document, a project...
- **Suggest ideas**, proposals, solutions (brainstorming).
- **Prioritise options**, ranking them by importance, urgency, relevance...
- **Compare** realities, projects, people, according to defined criteria.
- Analysing **pros and cons** of any situation or item
- **Accept or reject** a statement, a proposal, an action, a step to be taken
- **Anticipate** the feasibility of future scenarios
- **Allocate** a limited amount of resources
- **Follow up** and redirect the implementation of projects

The strategies used so far by the working groups have some limitations.

Meetings in presence
or videoconferences



- More people attending, less efficient
- Space-time limits
- Biases

Email



- Timeline: topics get buried
- Loss of control

Collaborative platforms



- Group sharing information but with no decision taken

Surveys



- Collecting individual inputs, but not allowing interaction between people

Can easily lead to...

Longer implementation
time



- Difficulties in coordinating agendas
- Due to the length of decision-making processes

Less concrete
proposals



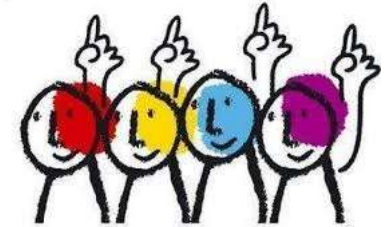
- In presence it is more difficult to be concrete
- What is important is not always recorded

No process traceability



- Only the steps of the process followed to draw lessons learned are recorded in COTEC.

Less participation of top
Management



- Their participation is usually limited to face-to-face meetings to discuss at the beginning and at the end of the process.

Highly distinctive and with high added value

Delibera: collaborative intelligence to improve the quality of key conversations between organisations' members

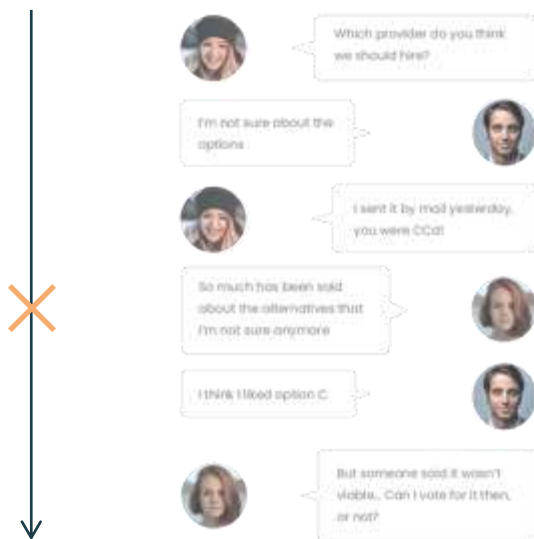
Conversations that follow the sequential thread of time...(email, Slack, WhatsApp, Teams...)

... to conversations structured according to the objective pursued in each conversation

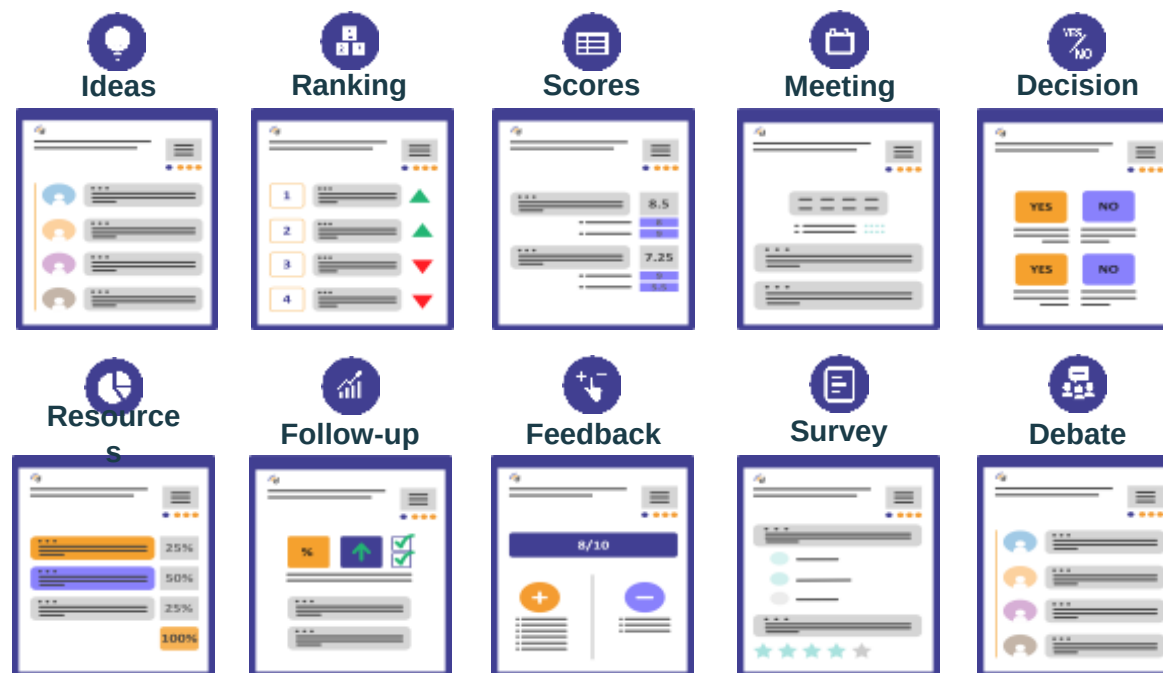


Designed to optimise deliberation, decision-making and discernment in groups and organisations.

Multi-language simultaneous translation to facilitate multi-cultural transfer



Timeline



Order

The goal, sponsor, progress and timing of the conversation are clearly visible in all conversations.



Conclusion

The conversation ends with conclusions, decisions and next steps provided by NLP/IA to help interpret the content and meaning of the conversation.

Key to your success and the motivation of your teams.

Empowering decision-making processes with the asynchronous component

- Intelligent collaboration cannot be limited to moments when we are all together (synchronous meetings) or to unstructured chats.
- Orderly asynchronous collaboration complements the above:
 - ❑ Allows participants to think more
 - ❑ Increases the number and quality of interactions
 - ❑ Allow for more participants

Synchronous (all at the same time)



All connected at the same time, but with little time to think and talk to each other.



- Communicate
- 1 hour

Asynchronous (in different moments)



Everyone expresses their own opinion, comments on others' opinions, and coordination is done when it suits them best, when ideas arise, when they do research.



- Think and decide
- 1 hour divided in
- 2- 3 days or 1 week

Integrated

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