

Strengthening Decisions Together (SDT) Field Guide for Thoughtful Consultation

A simple structure for aligning decisions with clarity and amanah

Purpose

Many responsibilities today cross teams, communities and families. We strengthen outcomes by strengthening decisions together.

This guide offers a gentle structure to help conversations become clearer, calmer and more aligned.

Use it in strategy meetings, community discussions, mastermind circles, or family shura.

Before You Begin

Clarify three things:

- **Decision** – What are we deciding?
- **Context** – Why does it matter now?
- **Responsibility** – Who carries the amanah for the outcome?

Write the decision clearly where everyone can see it.

The SDT Conversation Flow

1. Proposal

Describe the proposal simply.

- What is being proposed?
- What does success look like?
- What constraints should be known?

The goal is shared clarity on the matter at hand.

2. Clarifying Questions

Ask questions to understand, not to debate.

Examples:

- What assumptions are we making?
- What information is missing?
- What context may help us see more clearly?

Listen with patience. Shared understanding begins here.

3. Strengthening Inputs

Offer perspectives that may strengthen the proposal.

- What needs strengthening?
- What risks should be considered?
- What needs protecting or clarifying?

Speak to strengthen the work.

Raise concerns respectfully and early.

4. Integration

The proposer reflects on what was heard and clarifies:

- What will be taken forward
- What will be adjusted
- What remains outside scope

Leadership carries responsibility with clarity and humility.

5. Readiness Check

Pause before closing.

- Is anything important still unsaid?
- Are we ready to move forward responsibly?

This moment protects trust and prevents regret later.

Shared Guidelines

- Speak to strengthen, not to defend
- Listen with *husnuzon* — assume sincerity
- Raise concerns in the room with respect
- Accept that not everything is resolved today
- Move forward with alignment, not necessarily consensus

Alignment means understanding the decision and supporting its implementation with integrity.

After the Decision

Schedule a short review later.

Ask:

- What worked well?
- What surprised us?
- What did we learn?

Learning together strengthens future decisions.

When to Use SDT

Use SDT when decisions:

- affect multiple teams or people
- carry long-term consequences
- require trust and alignment
- involve uncertainty

Even small decisions benefit from thoughtful consultation.

A Note on Tone

SDT works best when participants bring a positive mindset.

Assume sincerity. Listen carefully. Speak with care.

This spirit builds resilience, empathy and trust.

A Personal Reminder

Leadership is an *amanah* entrusted for a time. Thoughtful consultation honours that trust.
Horizoning our future, one strengthened decision at a time.