

The Danger of Agreement:

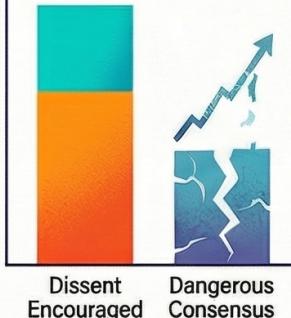
Why Your Best Meetings Might Be Your Worst

THE PROBLEM:

The High Cost of Quiet Agreement

It Kills Innovation and Financial Returns

24% Higher Returns & 31% More Innovations



It Drives Away Your Best Talent

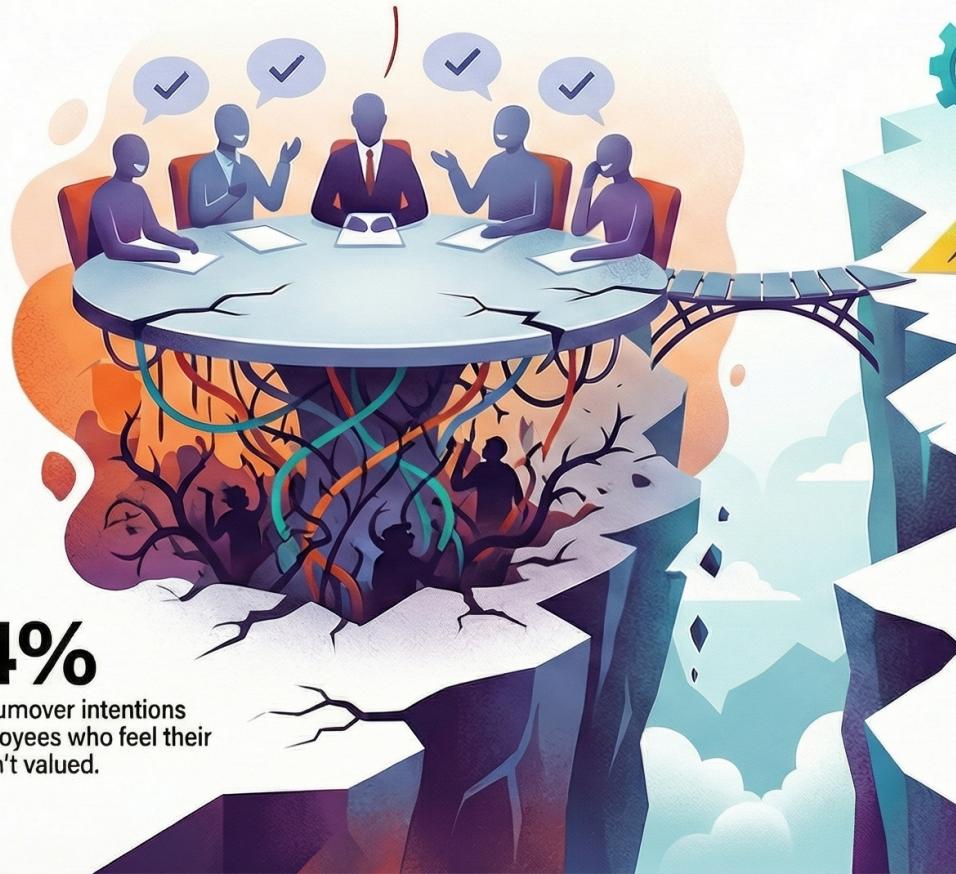


34%

higher turnover intentions for employees who feel their voice isn't valued.

Dangerous Consensus Is When Agreement Is a Red Flag

It's apparent unity that conceals important disagreements, fear, or unexamined assumptions.



THE SOLUTION:

3 Ways to Build a Culture of Productive Dissent

1. Make Dissent Part of the Process



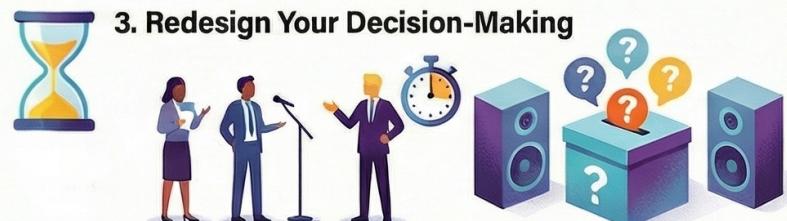
Rotating "Devil's Advocate" role or "Pre-mortem" analysis.

2. Cultivate Psychological Safety

Leaders must model vulnerability by admitting mistakes and explicitly asking for challenges.



3. Redesign Your Decision-Making



Have leaders speak last to avoid biasing discussion.

use anonymous initial voting