



Speaking time — and what answers better

LINDBERGH FORMATION — 16 rue de Maillé, 91310 Montlhéry, France · Companies register (RCS) Evry 817 946 114

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Fictional document

Fictional document — demonstration example

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What is supplied to install it

Condition	Basis
Proportionality	Art. L1121-1, Labour Code
Prior information	Art. L1222-4, Labour Code
Works council consultation	From 50 employees

The effect in the room

Situation	Behaviour induced
A participant knows their time is counted	They speak for the counter
A thinking silence	Becomes costly

Situation	Behaviour induced
The one who speaks least in a meeting of ten	Is very often the one who prepared most

The three measures proposed, which talking more does not game

Measure	What it reveals
Decisions per meeting	Whether the meeting serves a purpose
Share of decisions with no owner named	Whether they will be done
Time between a decision and its first action	Whether follow-up exists

What those measures have already shown

Finding	Value
Decisions recorded with nobody against them	34
Of which over two months old	11

They were taken, they are written down, and nobody will do them. No speaking time would have shown it.

For the company to settle

Measures chosen: _____

Time after which an unowned decision is flagged: _____ days

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