Speaking time — and what answers better

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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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