Speaking time and the agenda

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

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60 meetings · fictional document

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> **Fictional document**, produced for demonstration. **The intention is good and the effect is the opposite.**

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 intention, and the effect

What is expected	What happens
Balance the meetings	**Everyone speaks to appear**

What is expected	What happens
Spot those who go unheard	Knowing they are counted, they say something other than what they thought

The measure proposed, serving the same aim

Measure	Finding on one meeting	What it corrects
Agenda items actually covered	4 of 7 covered, 3 postponed unannounced	The agenda, not the people

> **A person who goes unheard is often a person whose item was not reached.**

What carries a name, and what does not

Element	Attributed?	Why
Decision	Yes	It commits
Commitment	Yes	It commits
Opinion voiced in the room	No	A meeting is where people think aloud; minutes circulate

For the company to settle

Measure chosen: _____

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