

THE ANTI-CONSENSUS PROTOCOL

3 Frameworks to Kill "The Meeting After the Meeting"

If everyone agrees immediately, the strategy isn't brilliant - it just hasn't been stress-tested. Use these frameworks to bypass politeness and force healthy debate.

BLIND VOTING

The Trap: The "Anchor Effect."

When the Founder speaks first, the room calculates the social risk of disagreeing. You get survival responses, not honest opinions.

The Protocol:

Force the vote before the pitch.

- *Require a blind "Yes / No / Needs Data" vote via private DM before the debate.*
- *Reveal the tally to the room before the pitch even starts.*

THE RED TEAM

The Trap: "The Bottleneck Fear."

Fatal flaws are ignored because nobody wants to ruin the momentum or shoot down a colleague's hard work.

The Protocol:

Weaponize dissent by making it a formal job.

- *Assign one senior leader the explicit role of "The Red Team".*
- *Their only KPI: Aggressively try to kill the idea. This completely removes the social risk of speaking up.*

THE PRE-MORTEM

The Trap: "Optimism Bias."

Leadership teams naturally brush past execution risks to focus entirely on the best-case scenario.

The Protocol:

Assume total failure, and reverse-engineer it.

- *Tell the room: "It's 6 months later. This failed. We burned \$100k. Why?"*
- *Force them to write down the exact reasons. The hidden risks will surface instantly.*

Stop managing by instinct. Start managing by architecture.

You cannot scale a company on politeness. As a Human-Centric Leadership Coach, I help leaders engineer the operating systems required to scale performance and eliminate the "Low-Trust Tax."

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