

Working Agreements Establishing Board Ground Rules

Maintaining Communication Among Partners

- ◆ Listen for understanding
- ◆ Share the “air” time
- ◆ “Ouch” rule is in effect
- ◆ Confidential information and conversations stay in the group
- ◆ There is no such thing as a bad idea, ask questions

Operating the Collaboration on a Day-to-Day Basis

- ◆ Volunteer for activities/programs
- ◆ Participate fully
- ◆ Take some risks
- ◆ Support risk takers
- ◆ Each member has the responsibility to monitor the processes and to initiate discussions of process when the work is becoming ineffective

Resolving Organizational and Personal Conflict Issues

- ◆ Be willing to learn
- ◆ Look for win-win solutions
- ◆ Avoid arguing in order to win as individuals. What is “right” is the best collective judgment of the group as a whole
- ◆ Conflict on ideas, solutions, predictions, etc. should be viewed as helping rather than hindering the process of seeking consensus
- ◆ Problems are solved best when individual group members accept responsibility for both hearing and being heard, so that everyone is included in what is decided

Planning and Conducting Meetings

- ◆ Use consensus for decision making
- ◆ Encourage participation
- ◆ Assume responsibility for some of the workload, leadership positions