

Team Norms

Behaviors Team Members Agree to Practice

PERSONALLY

- I will ask questions and listen
- I will have clear-eyed realism
- I will practice personal integrity and transparency. My mission in the Board Room is the same as in private conversations
- I will maintain open communication—passion vs. attachment. Listen to others' perspective
- I will think strategically, but not lose sight of tactical implications
- I will not belabor points
- When I bring a problem to the table, I commit to engage with my colleagues in finding a solution(s) to the problem
- I will be open to new ideas, approaches and a sense of urgency to get there
- I will lead and/or manage as the situation dictates
- I will be prepared for all board meetings
- I will demonstrate a positive attitude
- I will follow through on what I say I am going to do

AS A GROUP

- We will work well as a group—understand and execute
- We will practice team work—work out difficult issues
- When we disagree, we treat each other with professionalism and respect
- We will stay focused on important issues
- We will get over defining ourselves and get on with accomplishing our goals—Get on With It
- We will practice more collaboration—More cooperation—More frank and open communication
- We will be at peace with our strategic role and not emphasize involvement in execution
- We will demonstrate model behaviors for our profession
- We will expect positive outcomes for all Board initiatives
- We will not burn out the faithful