

Leadership Team VALUES

What the leadership team has agreed will drive working together

TRUST

RESPECT

COMMITMENT

CLARITY

PASSION

| | Description | What it looks like in action |
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| TRUST | <ul style="list-style-type: none"> ● It is earned & developed over time ● Is required for a board to work successfully ● Safe space ● Honest information | <ul style="list-style-type: none"> ● Supporting one another ● Being held accountable - when someone says they'll do something, the rest of the group knows they'll do it ● Believe ● Take risks ● Not micromanaging ● Feel safe to ask questions, impart thoughts and feelings ● No fear that anything will be 'used against' them at some later point ● Respond and participate in polls, chats and meetings ● No judgments or questioning of integrity ● Sharing truth, speaking up, trusting resources ● Believing/knowing the others have your group's best interests in mind when discussing, making decisions, interacting ● Positive non-verbal cues ● Members keep their word to each other |
| RESPECT | <ul style="list-style-type: none"> ● Respectful of others values & opinions even though they may differ from our own personal opinions ● Appreciation ● Humility ● Openness ● Recognizing and valuing the dignity of another person - all aspects of their beliefs, values, experiences as equal to yours/mine ● Welcoming/recognizing differences | <ul style="list-style-type: none"> ● Listening to all members ● Open to others opinions ● Respectful of what and how you say things as they can be misinterpreted ● Considerate ● Give and take ● Do not talk over one another ● Every question is acknowledged and encouraged ● Every voice is heard & considered equally ● People don't need to explain their questions or reasons for asking (in regards to board business) ● Positive non-verbal cues ● 'Parking lot' conversations after board meetings are avoided - create environment so can bring up during meeting |

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| COMMITMENT | <ul style="list-style-type: none"> ● Reliability ● Hanging in when it is challenging ● Responsibility - getting the job that is assigned to us done ● Working towards earning ones trust ● Sticking together in rain & shine ● Focused | <ul style="list-style-type: none"> ● Attending meetings ● Being 'present' ● Be prepared - review materials ● Phones away ● Actively participating ● Showing up! ● Being positive & encouraging ● Respecting privacy & confidentiality ● members feel as if they have valuable things to contribute to the cause, and act on that feeling ● Being engaged in SWDCRS affairs 100% when at board meetings irrespective of the organization or community that you may represent ● Positive reinforcement of programs & promoting the District & staff ● Careful consideration of nominations ● When uncomfortable or difficult issues arise, members choose to stay on the board and help resolve the issue, rather than leaving because it's not worth the hassle ● Prospective board members are carefully considered and chosen |
| CLARITY | <ul style="list-style-type: none"> ● Detailed information ● Clear & concise information ● Big picture understanding ● Being transparent between board members & employees & the public we serve with information and services ● Direct communication ● Appropriate flow of info to appropriate people at the appropriate time | <ul style="list-style-type: none"> ● Gather all facts before making decisions or judgments - include context with facts ● Assumptions are not made about who knows or does not know about situations ● Fully detailed emails with all info to board or through chair to ED ● Talk through - keep talking until everyone collectively understands ● Questioning, Rephrasing, Paraphrasing ● Taking the time needed ● Planning for enough discussion time ● Open communication ● Free to ask questions openly ● Full & clear understanding ● Avoiding complexities ● Don't make assumptions ● No board member feels they have the right to privileged information |

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| PASSION | <ul style="list-style-type: none"> ● Emotionally connected ● Love of sport & community ● Strong beliefs ● Driven for success ● Genuine interest ● Showing or expressing ones genuine interest in the board, operations, success & our communities successes and working towards a brighter future | <ul style="list-style-type: none"> ● Speak from your heart ● Genuine, involved, meaningful ● Proper expression with open mind to others passionate direction ● Engaged in...recognizing each other's different passions ● Excited about what they are discussing ● Dedicated to cause ● Willing to do what is right vs what is easy ● When it comes to passing motions, they are more likely to raise questions & discussions, rather than just raising a hand |
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