

**South West District for Culture, Recreation and Sport
Leadership team – Board and ED**

Action that support bringing the values to life

Start Doing

Action	Supporting behavior and examples
Work as a leadership team and live the shared values	<ul style="list-style-type: none"> ➤ Stop, listen, be present ➤ Be transparent in communication ➤ Encourage and support openness and the expression of varying opinions even if it differs from others <ul style="list-style-type: none"> ○ Ask more questions for clarification ➤ Be enthusiastic ➤ Look outside the box and be more innovative and creative ➤ Get conflict resolution training and implement the training ➤ Clarification of communication ➤ Respond in the time frame agreed upon
Agenda	<ul style="list-style-type: none"> ➤ Create 'bite sized' items for meeting agenda ➤ Check in on the impact of our decisions ➤ Create more time to ask questions in meetings ➤ Board needs to identify how it wants to receive information ➤ Be more intentional about the agenda <ul style="list-style-type: none"> ○ Start with reading out loud the agreed upon values and what each mean ○ Be clearer about the what and how's with board meetings <ul style="list-style-type: none"> ▪ Bring things to a conscious level ▪ What's the work plan ○ Have a greeting circle at the beginning of each meeting <ul style="list-style-type: none"> ▪ Start with a 'check in' and say which of the '7 <i>Principals of Fierce Conversations</i>' you will put into practice during the meeting
Build interpersonally relationships	<ul style="list-style-type: none"> ➤ Get to know each other professionally ➤ Do more team building exercises to develop relationships ➤ Be more mindful of others and things that you say
Support readiness to participate and be engaged	<ul style="list-style-type: none"> ➤ Orientation <ul style="list-style-type: none"> ○ 1-page document with definitions <ul style="list-style-type: none"> ▪ i.e. What is operations vs. governance ➤ Create rotating 'policy officer' position <ul style="list-style-type: none"> ○ Be clear with policies about <ul style="list-style-type: none"> ▪ What is the intent, what's the purpose of this policy ➤ Understand District and Provincial Model

Stop Doing

Action	Supporting behavior and examples
Unhealthy behavior	<ul style="list-style-type: none"> ➤ 'Walking on egg shells' ➤ Stop holding back ➤ Having 'parking lot' conversations ➤ Making assumptions before understanding the big picture ➤ Being judgmental ➤ Having negative attitudes ➤ Scaring new board members ➤ Working and thinking as individuals vs. as a team
Current meetings formats	<ul style="list-style-type: none"> ➤ Reviewing policy for no clear reason ➤ 'Wham, Bam, thank-you Mame' meeting formats

Continue Doing

Action	Supporting behavior and examples
Team and relationship building	<ul style="list-style-type: none"> ➤ Work on team build ➤ Work on building trust between team members ➤ Work on communicating ➤ Practice respect and patience
Behavior that supports success and effectiveness	<ul style="list-style-type: none"> ➤ Bring back the 'Board Buddy' ➤ Provide good snacks during meetings ➤ Have team and relationship building apart of orientation ➤ Be intentional about welcoming diversity
Meetings	<ul style="list-style-type: none"> ➤ Personally <ul style="list-style-type: none"> ○ Be prepared for meetings ○ Attend meetings regularly ➤ Details of meetings <ul style="list-style-type: none"> ○ To be flexible around meetings ○ To meet bi-annually in-person ○ To be consistent and meet monthly ○ To host AGM's in different communities