TCRC Leadership Team Agreements

**ACTION: Those who are interested in refining the agreements after Keys training is complete:** Eulalia Apolinar, Pamela Crabaugh, Ruben Soria

Agreement #1:

* **Original:** Give me grace - We agree to bring forward all issues without judgment, assume the best, and support each other to find solutions.
* **Revision:** We will agree to give each other grace by engaging in compassionate communication by bringing forward all input without judgement, assume the best, and support each other to find a solution.

Agreement #2:

* **Original:** We will create a safe space that encourages open communication
* **Revision:** We are committed to fostering a safe and welcoming space where open communication and active listening is encouraged, guided by compassion, inclusion and integrity

Agreement #3:

* **Original:** We will be honest and transparent about what can or cannot be accomplished
* **Revision:** N/A

Agreement #4:

* **Original:** We need no surprises, give advance notice, clear and direct communication, let me know when you run into barriers
* **Revision:** We will demonstrate integrity, commitment, and conscientiousness by giving advance notice, communicating clearly and directly, and letting others know when we run into barriers

Agreement #5:

* **Original:** We will invite honest, non-judgmental, respectful feedback that helps us grow, learn, and collaborate effectively.
* **Revision:** We will invite honest, compassionate feedback that helps us to grow, learn and collaborate together.

Agreement #6:

* **Original:** We will define or clarify the big picture before making decisions.
* **Revision:** We will be guided by our purpose statement when making decisions.

Agreement #7:

* **Original:** We will be clear about our expectations of each other and follow through on our commitments
* **Revision:** We will cultivate an environment where preferred communication styles are respected to ensure that established expectations are clear to successfully follow through on our commitments.

Agreement #8:

* **Original:** We will empower independent work and ownership, providing clear project scope and desired outcomes while trusting individuals to find their solutions.
* **Revision:** We will empower independent work and ownership, providing clear project scope and desired outcomes while trusting individuals to find their solutions and know when to seek support.

Agreement #9:

* **Original:** We will be flexible and open to change while allowing time to adjust
* **Revision:** We are flexible and open to change, encouraging feedback, and adjusting as needed.