

Attachment 2**Steering Committee Values****June 6, 1995**

- 1. Participatory, consensus-based decision making**
- 2. Supportive structure**
- 3. Shared leadership and responsibility**
- 4. Openness and respect**
- 5. New ideas and energy**
- 6. Fun and flexibility**
- 7. Broad context**
- 8. “Yes” stance**
- 9. Operationalized values**

VALUES BRAINSTORM

- 1. Participatory, consensus-based decision making**
 - wise, efficient, amicable, participatory decision making
 - generous patterns of engagement
 - responsive, membership informs the committee
 - stay actionate
 - participatory style
 - participatory planning
 - consensus, with the sense of the group
- 2. Supportive structure**
 - loose-knit structure
 - minimalist structure
 - set guidelines for committees and staff
 - rotating membership
 - clearly defined roles
 - fully present when gathered
 - walk our talk
 - balance advocacy and inquiry
- 3. Shared leadership and responsibility**
 - shared leadership
 - shared responsibility
 - the power is in the middle of the table
 - individual and collective accountability

4. Openness and respect

- open information and accessibility
- diversity of thought is welcomed and respected
- conflict as an opportunity for learning
- act with loving kindness toward one another
- honesty, integrity

5. New ideas and energy

- involve new energy
- forum for new ideas and methods
- sharing knowledge
- creativity

6. Fun and flexibility

- flexibility and spontaneity
- fun
- good humor

7. Broad context

- biggest possible conversation
- long-term thinking
- policy making not detail control

8. “Yes” stance

- say yes, first, then no
- ok to say no
- proactive, not reactive

9. Operationalized values

- regular rehearsal of values, goals and purposes
- operate out of purpose and values
- promote learning values; basic skills, personal mastery, mentoring, legacy models
- IAF operating values (7)
- shared values stated openly