

Totems

People feel as though their time is valued by others
People are given the benefit of the doubt
We would be doing what we say we are going to do
Collegiate and action oriented group
Getting things done faster
Members feeling enabled
Functional corporate services infrastructure
Group more energetic
Focusing on what really matters for MN
Productivity up
Celebrating success
Following up on decisions and calling each other to account
Plans becoming reality
Making actual decisions
Identifying and attacking the real big issues
Transparent and lean District office

Taboos

Blind-siding another: failing to give heads up to individuals about an issue any reasonable person could assume they would have a reaction about
Forcing decisions or engagement of key stakeholders without prior information
Avoiding the hard issues
Leaving individuals out of both formal and informal discussions
Engaging another member's subordinates without involving your colleague first
Repeating meeting content outside the meeting
Being disengaged in the meeting
Being a sphinx in the meeting
Turning up unprepared
Turning up late
Texting under the table or reading emails when conversations are happening
Passive or active undermining of the group and/or its members

Repetitive Interactions

Talking regularly and informally with one another
Smiling and laughing
Straight talking
Actively conversing about the real effects and impacts of my work on each others' areas
Calling (phone): giving each other "heads up" about coming impacts and changes
Meet f2f regularly and our presence at the meeting is a real priority
Responding to each other's calls
Turning up on time
Allocating enough time to complex and big issues
Active and respectful listening & inquiry
Coming prepared and contributing own perspective to others' issues
Agreeing what is required around issues beforehand (e.g. decision, information, recommendation, etc ...)
Using whiteboards, flipcharts for difficult or volatile issue discussion
Sharing our plans with one another
Advise others when their actions distract
Honor the decision making process and the needs of audience for context and meaning
Reporting back key decisions to our people
Bring to key discussions in this group the views and sentiments of their people
Disseminating key decisions (timely)