

We, the executive team of _____, commit to the following as a means for creating and maintaining strong relationships within the team, and for achieving the strategic goals of the company/organization:

1. Full disclosure, no surprise, and bad news first. To establish a foundation of trust, we agree to be vulnerable within the group, to be open and genuine regarding our mistakes and weaknesses, with the knowledge that the group will be protective of the information that has been shared and the person that has shared it. We agree to give each other the benefit of the doubt in circumstances where issues have been raised about another member's area of responsibility, allowing that member an opportunity to review the situation and respond to the group.
2. We agree to avoid veiled discussions and guarded comments, and instead, we will engage in genuine and direct conversation regarding strategies and tactics for advancing _____.
3. First and primary responsibility is to the Executive Team. we will avoid feigned agreement, but once the team has come to an agreement, we will each commit publicly and privately to the decision that has been made - supporting it to all outside the team and working tirelessly to achieve the goals. We should recognize and celebrate successes to maintain high morale both within our area and within the E-team.
4. We commit to accountability within the team, are open about mistakes, and are willing to receive questions from other team members regarding attitudes or actions that may be counterproductive to the good of the team and its commitments.
5. We commit to know what each other is working on so that the results of our collective goals will be measured and so that individual goals and those of our various divisions will be secondary in comparison. This may involve sacrifices in individual areas for the overall good of the college.
6. In our interactions, E-Team members will work to create an environment of integrity, care and respect. E-Team members will work to identify and overcome actions inconsistent with our E-Team covenant. We will quickly and genuinely apologize to one another when we say or do something inappropriate or potentially damaging to the team.
7. Regarding our meetings, all members will take an active role in making them compelling and will ensure that the most important issues are put on the table to be resolved. Then the meetings will end with specific resolutions and calls to action whenever appropriate.
8. E-Team members will work to create an atmosphere of openness and interest about each other's personal life and family.