

Work Group Ethics

- **Confidentiality** – nothing said here goes outside the room unless you have permission from someone here.
- **Openness/Honesty** – works best when there is openness/honesty.
- **Clarity** – sometimes it's hard to understand everything that's going on. Works best when people seek clarity.
- **Ego-less** - this is certainly not about grandstanding. Works best when people depersonalise the issues – obviously you are all strong personalities but it works better when focus is on the issues and one is not proving oneself.
- **Respect** – all are MDs, CEO's and Directors so to some extent you face the same responsibilities if not the exact same challenges. Try to respect the other person's point of view – please appreciate that while they may say something that sounds like something you have experienced, they may not be able to see it in the same way.
- **Listening** - we all love to jump in with solutions, but it's not necessarily about giving advice. It works better when people clarify the reasons for someone not doing something, or doing something.
- **Challenging** – it works best when you ask the questions not us and when we all challenge the assumptions and framing as well as the specific issue.
- **Practical** - keep it practical... identify practical steps, focus on practical things we can do - not ethereal. Focus on present situation – what can we do now about the situation.
- **Its your meeting** – we have a couple of hours, it's up to you to ensure that you get the most out of the time available. We are evolving the format - by all means suggest changes if it's not working for you, it's your responsibility to ensure you get value from it. Experience shows that you will get more if you challenge more. It's called a **Workgroup** and that means you will have to work.
- **Facilitator's role** - to maintain focus. To keep an eye on the time for you. To evolve and improve the process.