Establishing & Maintaining Processes & Structures that Build & Sustain Collaborative Cultures

RELATIONSHIPS (Trusting & Trustworthy)

Early language & actions that probe for manifestations of this type of change in one another

Supt. BOE Union

EARLY STRUCTURES & PROCESSES

- 1. WRITTEN "COMPACT" LANGUAGE –

 / EARLY ELEMENTS OF RISK
 - 2. MEETINGS & EVENTS

REALITY (External)

Growing consensus about common outside reality & its shifting demands

COLLABORATIVE STRUCTURES

- 1. SYSTEMIC, REFLECTIVE LEARNING
- 2. AD HOC, WORK DIRECTED, TEMPORARY
- 3. REGULAR, JOINT LISTENING POSTS & PROCESSES

REALITY (Internal)

Growing consensus about common inside reality with "warts & all", and beginning jointly to speak about it.

CULTURE Systemic Adaptations

Routine ways of acting & thinking Moves away from dependence on relationships