



Harney County Restoration Collaborative: An Oregon Solutions Project

May 16, 2008

Second Draft Principles and Ground Rules INCORPORATING REVISIONS MADE AT THE MAY 5 CORE TEAM MEETING

Principles

- We recognize that the best outcome depends upon cooperation and collaboration by all entities at the table.
- We agree to approach problems with humility and adaptability. We will inevitably make mistakes and we will learn from these mistakes, make corrections, and not place blame.
- We recognize that we each have a unique perspective and contribution to make, whether it is expertise, labor, money, in-kind services, etc.
- We recognize that innovative solutions are enabled when discussions are based in an understanding of the core *interests* of those at the table, not inflexible *positions*.
- We recognize that we must endeavor to involve any person or group who could help or hinder us to achieve our goals.
- We agree to focus on taking ~~incremental~~ VISIONARY “do-able” steps towards success.

Ground Rules

1. We commit to openly communicate ideas, potential contributions, and concerns, and also commit to engage in respectful, active listening to each other. Personal attacks will not be tolerated – IN OUR MEETINGS OR IN OTHER FORMS OF COMMUNICATION.
2. We agree to commit to the agreed-upon solution, in whatever way we can. If we, individually, are unable to make a commitment for our organization, we will work to identify the person that can and determine if the commitment is possible.
3. We commit to building trust by doing what we say we will do, over and over.
4. We agree to notify each other before taking outside actions that might impact the process
5. We agree that everyone shares in the solution, everyone shares in the credit.

6. The co-conveners and project staff commit to ensuring that this process does not result in “just a bunch of meetings” AND THAT WE GET SOMETHING CONCRETE ACCOMPLISHED.