

Guiding Principles⁸: How the CAN Leadership Team Works Together

We support CAN's success.

We serve on behalf of the field to advance CAN's Aspiration, Mission, Vision, and Goals, and we support the organizational and fiscal integrity of CAN.

We act in service to the field.

We work in service to the field to address significant field need and advance innovation. We understand our work has urgency and impact beyond our individual positions or organizations.

We seek long-term solutions to complex issues.

We think before we act. We seek to create a shared understanding, eliminate ambiguity, explore complex issues and work toward systemic solutions that produce meaningful results.

We hold ourselves and each other accountable.

We closely monitor CAN's progress and hold each other to high expectations with compassion.

We are committed to Continuous Quality Improvement.

We reflect on successes, challenges, and progress toward goals. We celebrate our successes, address consequential issues, and work toward meaningful, attainable improvements.

We are adaptive and flexible.

We inform and support CAN's Mission, Vision, and Goals, and work; and we refocus, reframe, and innovate as field needs or conditions change.

We are collaborative.

We share information, resources, and responsibilities to achieve our collective aims through intentional relationship building.

We communicate authentically.

We engage in authentic dialogue and speak with candor. We are honest about issues, challenges, and conflicts, and surface them early for rapid resolution while being mindful of power, privilege, and equity.

We are respectful and supportive.

We maintain an environment of respect, emotional safety, and trust, and we support each other to achieve CAN's goals while learning and growing individually, and celebrating success.

We practice appreciative inquiry.

We honor and seek to learn from the diverse perspectives, knowledge, skills, and strengths of each team member. We assume positive intent, reserve judgment, and ask inquiring questions.

We have fun.

We share responsibility for a culture of engagement where we have a good time and experience joy in doing important work.

⁸Approved June 15, 2017