



**Metro Denver Homeless Initiative  
Board of Directors  
Board Norms 2017-18**

**Procedural**

- Attendance, accountability and active participation are paramount. (5.0)
- Board and staff have the opportunity to contribute to agenda and make “asks.” (3.0)
- Acknowledge conflicts of interest and address these appropriately. (3.33)
- Don’t talk over each other: raise your hand. (3.0)

**Behavioral**

- Participation is a right and a responsibility. (2.66)
- Be informed and prepared: do your homework. (4.0)

**Next Steps**

- Agree that everyone is responsible for helping each other use the ground rules. Teams are too complex to expect that the formal leader alone can identify every time a team member is acting at odds with a ground rule. In effective teams, all members share this responsibility, meaning teams should agree on how individuals will intervene when they see others not using a ground rule.
- Discuss how you are using the ground rules and how to improve. Take five minutes at the end of each team meeting to discuss where you used the ground rules well and where you can improve. If you find yourself having these conversations outside the team, you’re not building a better team.

\*Developed September 2017, Updated November 2017