

# **Responsibility Based Culture Developer Team Code of Conduct**

**October 25, 2005**

The Responsibility Based Culture Developers Team is guided by the same values that undergird the responsibility-based culture we are working to develop and sustain within Cooperative Extension. These values define our shared commitment to the team, what we can achieve together, and how we choose to work together. They include the values of mutual support, our expectations for high quality work from ourselves and our team, shared leadership, respect for diversity of perspective, clear and open communication, creativity and innovation, honesty, and trust.

To bring these values to life in our work together, we commit to a Team Code of Conduct that binds all team members to the following behaviors.

RBC Developers will:

- leave their titles at the door and focus discussion and dialogue on team members' interests rather than on their positions. Each individual team member has equal status to all others.
- speak openly and honestly in pursuit of the best team outcome, leave no questions unasked.
- recognize that all people in our organization are teachers, learners and leaders.
- deal with difficult issues or conflict in a straightforward and respectful manner.
- share responsibility for our successes as well as our failures.
- keep confidences shared by other team members.
- think and act in terms of win/win solutions, striving for interest based negotiating and seeking multiple alternatives.
- strive for synergy, recognizing that our work together gives us greater value than our individual efforts.
- listen first to understand; then to be understood.

It is in this spirit of team values and corresponding conduct that the RBC Developers Team will achieve their highest level of performance and their greatest contribution toward the development of a responsibility based culture for UW-Extension, Cooperative Extension.