

Co-op Leadership Team

Mission

The mission of the leadership team is to cultivate our unique resources, creativity, and expertise in order to support each other, the general manager, and our staff towards the fulfillment of our global ends.

Code of Conduct

Meetings

- Meeting attendance is mandatory (unless otherwise indicated)
- Meetings start and end on time
- Agenda is set ahead of time by the GM with input from leadership team members. (agenda additions may be requested during agenda review)

Decisions

- Decisions will be made by the GM after listening to team input (if this changes or differs, managers will be given advance notice). Department Managers should utilize a similar style whenever possible.
- While you may not always agree with group decisions it is expected that you will support group decisions.
- It is expected that you express disagreement in the meeting. It is OK to disagree!
- If discontent exists after a decision has been made, it is expected that it be brought to the GM for further discussion until a sufficient comfort level is achieved.
- We agree to provide a unified vision

Confidentiality

- Confidential discussion topics include but are not limited to:
 - Personnel matters
 - Discussions involving customers or members

Teamwork

- Management and staff members should work together and help each other out. (No person or department is an island!)
- We are all working together for the greater good of the co-op

Communication

- We are all responsible for communication.
 - We have a responsibility to being positive senders as well as receptive, active listeners
 - Clarification is the responsibility of the sender
- *Direct communication* is always best. Utilize the Human Resources Manager when appropriate for the situation. (Talking to a third party or behind another's back is unacceptable.)

We agree that topics or comments generally thought to be offensive are off limits.