



ESY All Staff Meeting		Date: 05/24/17 Time: 3:00 PM Place: Kitchen Cultural Principle of the week: We are committed to developing our cultural humility Norm of the week: Mission and strategy is the metric Norm keeper: Esther
AGENDA ITEMS:	NOTES:	
Opening (13 Minutes) <ul style="list-style-type: none">• Mini Check-in (~15 sec per person)• Appreciations• Actions follow-up• What's on your plate? (~30 sec per person)• Calendar Review (2 min)• Add items to Agenda Quick Check In (10 Minutes) <ul style="list-style-type: none">• Quick Items, no discussion just updates Hot Take (25 minutes) <ul style="list-style-type: none">• This agenda item is open for discussion and collaboration Closing (5 minutes) <ul style="list-style-type: none">• Norm keeper report out (2 min)• Review of actions (1 min)• Next week's cultural principle (1 min)<ul style="list-style-type: none">◦ Professionalism• Close Meeting		
ACTIONS Follow Up:		
ITEMS FOR NEXT MEETING:		

**Norm of the Week: Presuming Positive Intent**

Assuming that others' intentions are positive encourages honest conversations about important matters. Positive presuppositions reduce the possibility of the listener perceiving threats and challenges in a paraphrase or question. Group members can signal this by saying: "Presuming positive intent, I'm thinking that..." Our emotional processors are sensitive to signals for positive intentions, and can engage our higher-level thinking and openness to new ideas as a result.

Culture Principle of the week: MISSION AND STRATEGY IS THE METRIC: In every decision our mission and our specific objectives are our key consideration.