

Ground Rules for Meetings:

- Speak for yourself**
- Tell the truth but with respect**
- Truth above harmony**
- You are right**
- Discussion, not debate**
- Stay on track**
- Don't wordsmith**
- Avoid scope-creep**
- No side conversations**
- Ask stupid questions**

Facilitator Role:

- Like to be involved, but avoid having a stake in the outcome**
- Conceptual teaching**
- Coaching: look at things in a different way**
- Process observations**
- Confidential listener**
- Making the implicit explicit**
- Facilitating to the ground rules**
- Ask stupid questions**