

11. We joyfully acknowledge progress and celebrate how our values continue to show up in our successes. We use a governance process and reflective practice to explore ways to improve and learn from our insights.

10. We communicate about progress on actions, through meetings, slack and project management software. We publish our learning by "working out loud."



1. Our values, purpose, donut and team plan define how we work together (culture) and what we do to live our values and deliver our purpose (mission).



9. We have intentional ways to show appreciation for one another's contributions.

2. Our team agreements provide greater clarity on how we work together in and out of meetings.



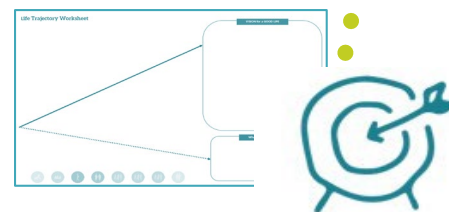
8. We identify buddies for support, feedback & accountability and use this partnership and confirmation practices for self-reflection and peer review.

3. Our business canvas is a framework for our value proposition and our strategy.



Mary Beth's Action Plan - Colleague Letter of Understanding				DATE
WHO	will do	WHAT	by WHEN	check

Checking progress



4. From our canvas and trajectory we identified 2019 priorities

1. Support organizations to meet HCBS requirements
2. Secure work in 5 states (grow our business)
3. Develop associates to deliver H S A content

7. We share Colleague Letters of Understanding (CLOU) that outline our personal commitments to fulfill our roles.

6. We agree to actions and roles needed to implement the strategies.

ROLES / ACTIONS			
what?	when?	by whom?	progress?



★ We're here June 2019

5. We use our values & donut to clarify strategies that will deliver our purpose.

- How will we reach our objectives?
- What does it look like when it's done well?