

Key Principles That Will Guide Our Efforts "11/11" Adopted by consensus

- a. In this process, everyone is equal
- b. All committees have a union and a management chair
- c. First time we hear any idea, it's a good idea. Only later do we examine each idea with a critical view to decide what will most help us move forward.
- d. Everyone must understand their roles, and work to establish joint expectations for success
 - i. Role for Top managers and Union leaders
 - ii. Role for Rank file and other managers – main role in committees in agencies
 - iii. Decisions on recommendations should be as much as possible by consensus, and certainly joint. Unilateral decisions are for other fora.
- e. Process is about not just saving money, but providing the services people need, and helping government be a more effective vehicle for improving the lives and communities of our state
- f. There will be bumps in the road and disagreements – process must provide a constructive vehicle for addressing those.
- g. Not a vehicle for day to day labor relations issues or wages benefits or working conditions
- h. Process will be open, and communication will be ongoing. No surprises
- i. Like to begin to establish the structures everywhere. Begin with pilots in some agencies, and roll out based on how advanced the structures are, and the types of ideas for transformation which are generated.
- j. Opportunities for cross fertilization....(the Woods Hull example)