
CLEAR HARBOR COMMUNICATION AGREEMENTS



Clear Harbor communication agreements guide us in building supportive interpersonal relationships while in group dialogue space.

Remember our purpose & why we are here

We are here to be in an intentional community with leaders striving toward a just & equitable world.

We are here for reflection, growth, rejuvenation, practice & accountability.

Build a supportive community together

Foster a brave space for our reflecting and learning

Make space for listening & understanding first

Participate and engage with each other & your own learning

Here are examples of what these agreements look like in action:

Remember our purpose & why we are here

- Support each other's leadership, share our joys & our growth, make space for our own & each other's reflections, and rest, laugh & rejuvenate.
- Hold space for accountability with kindness.
- Ultimately, be a part of a larger collective of humans striving for a just & equitable world, relationship by relationship, and team by team.

Build a supportive community together

- Welcome & support everyone.
- Respect that everyone comes from different backgrounds and experiences & make space for multiple, valid views.
- Be aware of our own biases, lenses, & stories and how they impact our perceptions.

Foster a brave space for our reflecting and learning

- Share your own learnings, stories, emotions, reflections & growth.
- Keep stories shared in the group confidential (share the lesson, not the story).
- Accept non-closure - resolution may not happen in this space now.
- Say something when you have a question, concern, or need.

Could look like:

Speak up in group space whenever possible, follow up after if needed or individually, like: "I am wondering..." "I am feeling..." "The energy shifted..."

Give the facilitator a heads up if she/he/they are missing something or made a mistake

Trust that questions & concerns are coming from a place of positive regard.

Make space for listening & understanding first

- Support people by listening, asking open questions & offering “playbacks”, instead of trying to problem-solve immediately.

Watch out for falling into management mode.

Could look like:

“What I understood / heard was _____ ? Is that what you said?”

“Would you like us to listen or would you like feedback & possible solutions”

- Create space & time to reflect & collect thoughts.

Could look like:

Request and use slowdowns, pauses, & “brain writing”

- Make room for everyone’s voice.

Could look like:

Move up, move back

Use & request “laser speak”

Participate and engage with each other & your own learning

- Stay engaged with your own learning, growth, reflection, & goals while in group space.
- Make time on your calendar and commit to come to all group meetings you that you can, and reduce distractions during meetings.
- Celebrate each other and our learning.

Roles

Facilitators, coaches, consultants

Listen carefully to what everyone is saying, check in for clarity and awareness. Support the group to engage in open dialogue. Assure everyone has an opportunity to share from their own experiences. Provide open, honest feedback. Support the dynamics of the full group, while supporting individual leadership needs.

Guest speakers, teachers, & consultants

Provide strategy, new ideas, and methods, different perspectives & practical tools.

Members

Participate in support of your own leadership needs. Commit to attend and engage in group meetings. Support each other’s leadership.