

With "Hello," I promise you.

Please hold me accountable to my **VALUES**.



So you can be more creative, I will...

...**listen**. The answers you seek will be heard in *your* voice.

...**amplify humanity**. Let's enrich our thinking with divergent views.

...**WONDER**. I'll ask questions, and question your answers.

...**share my skills**. All my work is rights free. Help yourself.

...**take creative risks**. I'll be vulnerable and fail fast.



To build community, I will...

...**welcome you**. You won't be alone, unless you choose solitude.

...**honor dignity**. I'll trust, apologize, forgive, respect, and credit. ♠

...**keep your secrets**. I won't tell stories that aren't mine to tell. ♣

...**show COMPASSION**. I won't try to rescue you from your emotions.

...**model leadership**. I'll experiment in our test kitchen for the half-baked.



Because life is short, I will...

...**strengthen myself through service to others**. ♦

...**seek JUSTICE**. *Tzedek tzedek tirdof*. I will check my privilege.

...**do only what only I can do**. It's a short list. ♥

...**attend** to you when we are together. But I am not in this for *you*. My care is for the people you influence. I am in this for *them*.

...**work hard, healthily**. I'll help others and rest on my beloved's pillow.

...**rest while working**. *Equanimity*.

...**learn and evolve**.

...**be worthy**. I enjoy the admiration of our children.

...**make you laugh**. That's not wasting time. You need to laugh.

May you have peace.

I wish you good health, happiness, *shalom* (a sense of completeness), and mindful engagement, surrounded by kind people who love you.

♠ Credit due: the idea for this page came from Ed Burghard's "Handshake Document."

♣ Unless there's a subpoena, or you act illegally or unethically, or you put anyone in harm's way.

♦ I learned this from Vistage Chair Joe Faessler.

♥ An idea from my cousin, Steve Weiler.

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And if we meet in a peer group,...

...I will suggest these norms.

9 Norms: Our Promises

The promises we make upon sitting here.

I attend. My presence is critical.

I deserve trust. I don't breach confidentiality. Your story isn't mine to tell, unless permitted.

I turn on. I pay attention. I ignore interruptions, except as declared.

I speak up. My voice is my contribution.

SILENCE = 100% AGREEMENT

I offer deep issues. I am always ready with my top 5% and bottom 5%.

I rally. I respond to you. I work to join your Tiger Team. I won't silently watch you fail.

I act. I do not unnecessarily hesitate with the input from the group. No whining.

I see you as a peer. I value your input and vulnerability equally among our peers. I respect your right to choose your course. I will question your answers with agenda-free advice.

I enjoy life. Business and life are serious, and must be fun and rewarding. Help me be humble, laugh at myself, and enjoy the ride. (But, please, know badinage.)