

## **Leadership Development Group Contract**

### **Group \_\_\_\_\_**

Following are a set of possible norms that might be discussed by each group and incorporated in whole or in part into their LDG Contracts:

1. Openness

To be effective, open sharing with group members is essential to learning. If individuals are not sharing openly with the group, it is the responsibility of group members to raise this with them for discussion within the group. However, it is important that group members not push individuals beyond their comfort zone on personally sensitive matters.

2. Trust

For the LDGs to be effective it is essential that group members trust each other member of the group and the group as a whole. Trust is built through honest, open communication and the sense that individuals care about the other members of their group and sincerely would like to help them in growing into effective leaders.

3. Confidentiality

A firm agreement should be reached that nothing said within the group is discussed with others outside the group.

4. Differences

The group should allow for individual differences and make accommodations for what each member would like to get out of the group experience.

5. Tolerance

There are no “right” answers when priorities/values are discussed, nor should group members make judgements about others in the group.

6. Feedback

Group members offer and receive constructive feedback from each other on their ideas, leadership traits, and communication styles. There will be the only one opportunity for feedback during the course: at the final LDGs groups meeting.

7. Challenges

Challenges by other group members are considered to be healthy, if expressed in a respectful manner in which individuals do not engage in personal attacks. If managed well, respectful challenges can contribute to meaningful learning for all.

Signed by (name and date):

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