

Comments, Questions & Requests to Managers II

Core Values Establishment Process

Questions

1. Where are we going?
2. What is the Management Team going to do with this?
3. How will this be utilized? (posters? handbooks? orientations? EDR's? trainings? . . .)
4. How do I lead my Group through this process, when I don't have a clear idea of what the final product should be?
5. Are managers committed to changing themselves personally?
6. Will Management live by Core Values?
7. Continuing skepticism: Is this a fad?

Requests

1. Management Team should explain what they want, and be more involved
2. Management Team should help define, roll out, model Core Values
3. Want Management to make sure Core Values are used in a positive way—as well as disciplinary **both ways**
4. Things “disappear” if we don't use it

Comments

1. (My) Group was very happy to hear that Management Team acknowledges a Communication Gap
2. Communication is one of the key gaps, and should be highly emphasized
3. As part of Communication, Management Team needs to solicit and consider input from all stakeholders prior to making decisions—and respectfully communicate how input affected decision
4. Applaud Management Team's desire to role-model Core Values
5. (My) Group appreciated Management Team's response to prior set of questions, concerns, etc.
6. For those that act in alignment with Core Values, but don't get positive feedback—for them, the process ceases to exist.