

Stronger Futures CRE Collaborative Decision-Making Policy

- The Stronger Futures CRE is committed to transparent, open and honest communication and collaborative decision-making.
- Our commitment to collaborative decision-making is reflected in our **Agreements for Working Together** (see page 4) endorsed by the CRE Leadership Team.
- The **CRE Leadership Team**, which has agreed to meet monthly, is responsible for setting strategic directions for our CRE.
- In addition, we have established several smaller **CRE Working Groups** tasked with specific delegated responsibilities:
 - **CRE Executive Team**
 - **Working Groups for each Priority Area**
 - **Website Working Group.**
- In each of these settings, and any other working groups established over time, our aim will be to make decisions collaboratively drawing on everyone's wisdom to make our CRE as strong and successful as it can be.
- Practical strategies we can use to promote and enable collaborative decision-making include:
 - Having skilled facilitators to keep us on track
 - Including a check-in at the start of meetings
 - Agreement about the purpose of each meeting, with the capacity to re-think this and/or schedule another time to discuss issues that cannot be managed in the time available
 - Recognising and naming challenging issues when they arise
 - Listening to understand both the content and feeling behind different perspectives

- Making time to seek clarification and draw on everyone's wisdom
 - Only moving towards a proposed decision once it looks like agreement is likely
 - Testing for agreement, and recording decisions and actions when agreement is reached.
 - Making time for more discussion when agreement is not achieved, allowing further time to explore concerns and identify alternative solutions, and then re-testing for agreement.
 - Including a mini-evaluation at the end of each meeting.
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- It is important for us to recognise that not all decisions need to be made by the CRE Leadership Team. Some decisions can and should be delegated to CRE working groups and/or the CRE Co-ordinator.

 - It will be important for us to identify which decisions may be delegated, and which ones are at a level that should come to the CRE Leadership Team. It may take us a little bit of trial and error and open communication to work this out.

Stronger Futures CRE

Conflict Resolution Policy

- Conflict happens in all groups and in all workplaces. Arguably, conflict is inherent in human interaction, and may, if harnessed well, play a role in coming to good decisions and achieving great outcomes.
- Much conflict arises from misunderstandings that are not dealt with when they first arise. Our aim will be to prevent small misunderstandings from developing into unresolved conflicts.
- Practical approaches that we can use to minimise and resolve conflicts include:
 - Naming issues when they arise
 - Recognising and working to understand the feelings that are involved
 - Creating a safe space to hear each other's views
 - Ensuring that everyone has a chance to speak and be heard.
- If those involved in a conflict feel that the issue is too complex to sort out themselves, they may seek the support of another member of the CRE team to facilitate a process for conflict resolution. The CRE Co-ordinator can assist with identifying members of the CRE team to approach. All parties need to agree on this person, and the person needs to have skills in facilitation. There are several members of the CRE Leadership Team who have these skills who may be willing to assist depending on the context.
- If the conflict is complex and/or involves a large number of people within the CRE, it is preferable to involve an external facilitator with training and experience in conflict resolution. Should there be a need to involve an external facilitator, this will be arranged by the CRE Executive. The facilitator will liaise with the parties involved to arrange a suitable time and agreed process for attempting to resolve the conflict.

Agreements for Working Together

- Work together to enable safe spaces for sharing and learning
- Listen with kindness and compassion - and without judgement
- Be brave – name things that make us uncomfortable
- Respect different ways of working and thinking
- Encourage quieter voices by using a variety of approaches to communicating and sharing ideas
- Ensure people are valued and their contributions are acknowledged
- Commit to self-care and supporting each other
- Maintain confidentiality with regard to personal information shared within the group
- When decisions are being made, aim to work things out collaboratively
- Recognise great minds think differently - it's ok for us to disagree at times, and for us to decide to let things go.