ESC Team Charter

As a team, we:

**Purpose**
- We inspire the region to achieve the potential we have together
- We support growth and development of Scouting in the Region
- We implement the decisions of the European Scout Conference

**Accountability**
- We are reliable while considering that we’re volunteers
- We support each other
- We are transparent about what we can deliver and when
- We have a shared responsibility
- We inform the rest of the team if we are not able to deliver a decision timely
- We listen to the needs of NSOs
- We are committed to the plan, our purpose and the Constitution

**Communication**
- We support all committee decisions, even those we were not in favor of
- We engage and do not hide behind a screen
- We encourage discussions to improve/enhance decision making
- We keep internal discussions confidential
- We look at the positives
- We plan as much as we can in real time (during meetings rather than alone)
- We are open, honest, clear and multi-dimensional in our communication
- We focus on strategic decision making and delegation
- We make decisions together and aim for consensus (and compromise)

**Team Culture**
- We promote a Culture of Trust, Openness and Transparency
- We address potential areas of frustration and conflict in an open way and we are constructive about it
- We encourage a culture that drive innovation
- We make sure to schedule time for fun, social moments
- We respect each other’s availability and communicate openly about it
- We share a collective responsibility and always act with the interest of our region and members rather than our personal interest
- We engage in training for our own personal and skills development
- We celebrate our achievements and successes
- We follow the Adults in Scouting Policy and continuously remind ourselves about it
- We remind each other about our strategic role and call out when discussions become too operational
- We get outside expertise when needed
- We adopt a car park for discussions still open and review it regularly