**Catalyst Cohorts Social Covenant**

Members of Catalyst Cohorts (CC) have 3 main objectives:

1. Create Trusted Relationships with other CEOs we can admire.
2. Grow in leadership and business know-how and experience to reach our heroic hopes and related goals.
3. Help our teammates achieve the first 2 objectives.

By signing this CC Social Covenant, I purpose to leave no teammate behind; to work to achieve the above 3 objectives; and to improve daily.

I covenant to treat my teammates with Honor and Respect; to be Honest, Humble, Transparent, Kind, Forgiving, Patient, Flexible, Empathetic, Supportive and Non-Judgmental.

I covenant to be held accountable for Timelines, Effective Execution of CC systems and processes, Confidentiality, Tactfulness, and Friendship.

If I have an issue with a teammate, I covenant to handle the issue directly, with kindness, humility, forgiveness and truth plus ask for help from other teammate(s) if we cannot reconcile effectively by ourselves.

I covenant to the best of my abilities to comply with the details related to this Covenant as outlined in the **Appendix of Details** attached.

***By signing this Covenant I commit to abide by and be held accountable to the attitudes and actions that we as a team believe demonstrate the culture and environment that will maximize our personnel and professional development and success.***

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Print Name

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Signature

**Catalyst Cohorts Social Covenant**

**Appendix of Details**

**Mission**

To equip and encourage one another to grow personally and professionally though trusted, caring, collaborative relationships.

**Core Priorities**

Let’s purpose to live by the Golden Rule- "Treat others as we would like to be treated". Members are expected to support and live out the Catalyst Core Priorities as an objective expression of the Golden Rule.

**Attention**

I will be an active listener and be attentive to Members emotional responses to issues and opportunities.

**Self-Awareness**

"Know Thyself" is a core practice for Great Leaders and leads to humility and willingness to improve in all areas of life. I will continually strive to improve in my ability to understand my strengths, weaknesses and basic personality.

**Openness**

I will strive to be transparent in my sharing of personal and business circumstances, relationship and other issues as well as opportunities.

**Conflict**

Restoration of trust is a key component in resolving conflicts. Any conflicts with other Members will be immediately addressed one on one. If an impasse is reached, the Leader and if necessary other Members will be asked to help resolve.

**Implementation & Change**

Willingness to Implement and Change is a core foundational paradigm for ongoing Membership. Members purpose to implement action plans and strategies for improvement and overcoming constraints. Change is a key factor in achieving lasting positive results.

**Confidentiality**

Everything that’s posted in the Online L4L Portal and anything said in the Meetings or elsewhere between Members stays in the strictest Confidence. Any member who discovers a potential confidentiality breach must talk to the party who is suspected of breaching the confidentiality agreement on a one on one basis. If the discovering party feels there was a confidentiality violation, the Members will address the violation if deemed necessary. Anyone who is found guilty of breaching confidentiality is to be removed unless unanimously voted otherwise.

**Gossip**

If a member is not present, do not discuss any issues about that member.

**Attendance**

A missed meeting leaves a hole in relationships and commitment to our covenant. A member who misses two meetings with "unexcused absences” within a fiscal year is subject to suspension but also may be voted back in. Leaders are expected to be graceful in these situations.

**Tardiness**

Being late for a meeting is a sign of disrespect, continued tardiness may lead to being voted out of membership.

**Review of Materials**

Members will be expected to review other Members pre- stored files on the Catalyst online Portal prior to our monthly meetings. Please use the online Portal to communicate with other Cohort Members.

**Bumper Buddies**

Bumper Buddies is a core process that allows ongoing Support, Encouragement and Accountability; all of which help build Trusted Relationships and Leadership. Members will meet or have a meaningful phone discussion weekly with their Buddy.

**Feedback from Respect**

Communicate thoughts, feedback and ideas based on personal experience. I am willing to give and receive constructive, respectful feedback. My feedback will be honest and direct in a spirit of help and comradery. I will not try to impose my personal beliefs on other Members.

**Mobile Devices**

Cell phones and mobile device use should be respectful of your teammates. Cell phones should be turned to vibrate during meetings except during designated times or as pre-approved by the Members. If you have an important issue that may need your attention during the meeting you should let your teammates know at the start of the meeting.

**Group Size**

6 plus a Facilitator is our ideal size to encourage sharing and relationship building.

**New Members**

New Members should feel welcomed by the existing Members. Typically new Members are on boarded at the annual meeting.

**Members Resigning**

Members resigning are expected to make an exit presentation.

**Emergency Meetings**

Emergency meetings are available to a member in need. Attendance is not mandatory.

**Term**

Members sign on for an unspecified term but a minimum of 6 months.

**Food/Booze**

No consumption of alcoholic beverages is permitted during meetings or prior to meetings. No food will be available but non-alcoholic beverages may be provided.

**Conflicts of Interest**

Conflicts of interest should be considered in counsel being provided or votes being taken. All material business transactions between Members must be disclosed.

**Voting**

Must have a quorum (or 50%) – for decisions not including membership. Robert’s Rules shall apply to all meetings.

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| **Catalyst Cohorts Core Priorities** |
| **Leadership through Core Priorities Built on Values:** |
| 1.      **Faith in Action**  |
| 2.      **Amaze & Delight** our Clients with **Quality** and **Value** |
| 3.      **Enrich the Lives** of everyone we touch  |
| **4.     Excel** in **Good Intentions** and **Great Execution**  |
| 5.      **Disrupt** through **Innovation** |
| 6.      **Build Trusted Relationships**  |