

## **Alliance, Attitudes & Agreements**

### **(Suggested things)**

- Be present, be here for all of us
- Respect each other
- Avoid Judgment
- Vegas rules: “What we do here stays here”
- We will have \_\_ breaks of \_\_\_ minutes
- We will keep phones/tables/computers \_\_\_ during the meeting
- Add your strategy to deal with dysfunctional behavior (ELMO is my thing)

### **Strategies for dealing with dysfunctional behavior**

- **ELMO** (Enough Let's Move On)

- Good for “dead horse beaters”

- **Rule of X** (wait X minutes after a question is asked before speaking or until X people have spoken)

- Good for people who talk first ... and talk often

- **Always Look Up** (Say what you like or how you make a solution better)

- Reinforces positivity in negative groups

- **Headline** (Give the headline, not the whole article)

- Good for storytellers

### **Use Specific seating**

- Put all the introverts/extroverts in one group
- Use MBTI to get to know people's profile in the room