

*The Inner Game of MACED**
A One-Day Staff-Board Exploration of Sustaining Change
Saturday, March 6, 9:00 AM - 4:00 PM
Preliminary Agenda

*MACED here includes all sites and affiliates

Purpose:

To get a better understanding of how we put into practice the values that we stand for

Expected products:

1. A working list of values that serve as the touchstones for work toward our mission
2. Practical examples of how MACED staff and board work in accord with those values, and can do so more often and more consistently
3. Increased access to information about assets each staff person and board member brings to the work on our mission
4. Better knowledge and understanding of each other

Facilitator: Rona Roberts, Roberts & Kay, Inc.

MORNING

- 9:00 Mutual welcomes, refreshments
- 9:30 Welcome, context and purpose for the day: Lori Garkovich, MACED Board Chair
- 9:40 Introductions: Human Spectrums
- 10:20 Work groups: What values underpin our work at MACED?
- 11:00 Break and “Gallery Walk” of group products
- 11:20 Building toward one shared set of values: Part 1

AFTERNOON

- 12:15 Lunch and asset inventory
- 1:15 Building toward one shared set of values: Part 2
- 2:30 Break
- 2:45 Learning from success: How do we get more “legs” under our values?

One work group works on each value. Each work group addresses two questions:

- ▶ When we are working well, in terms of being in line with this value, what specifically are we doing and how are we doing it?

This is a search for good, clear, practical examples. The task is to “operationalize” this value by describing how things work when the value is an effective part of real, everyday work life at MACED.

- ▶ How could we increase the time we are working in these ways?

This is a search for doors to practical, workable improvement in working more often in accordance with the value.

Each work group presents to the whole group one good example in response to the first question, and one good idea for increasing the time spent working within the value.

3:40 Identifying the “takeaways” and clarifying what happens with the products of the day

4:00 Adjourn