



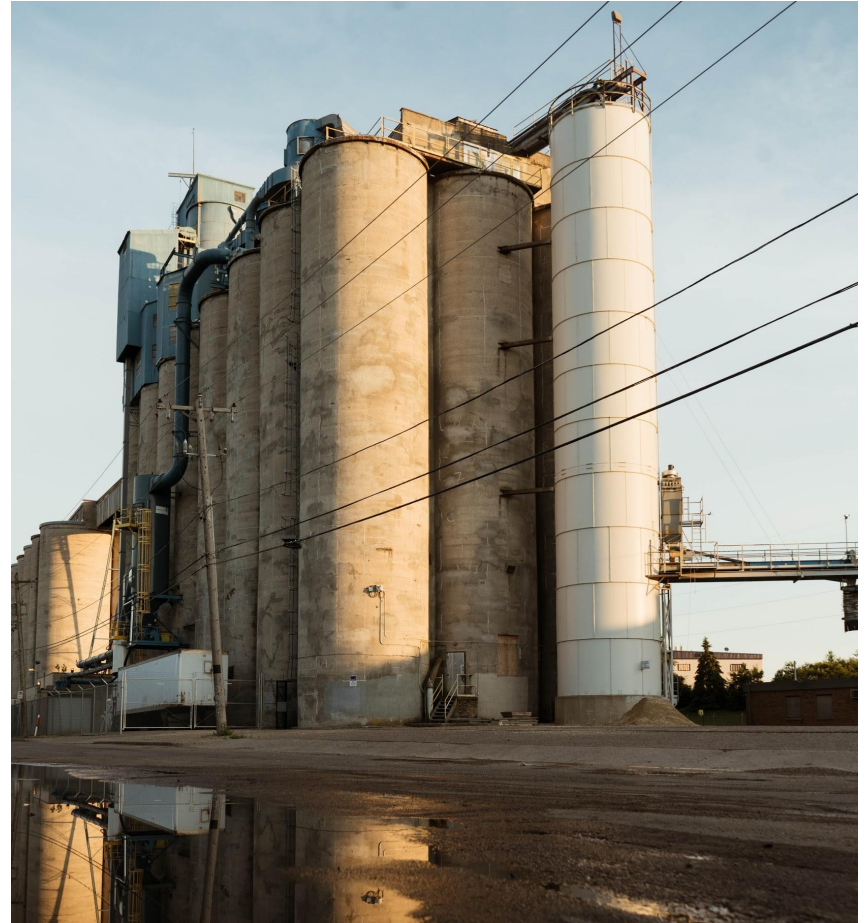
YPO Nebraska · Forum IX

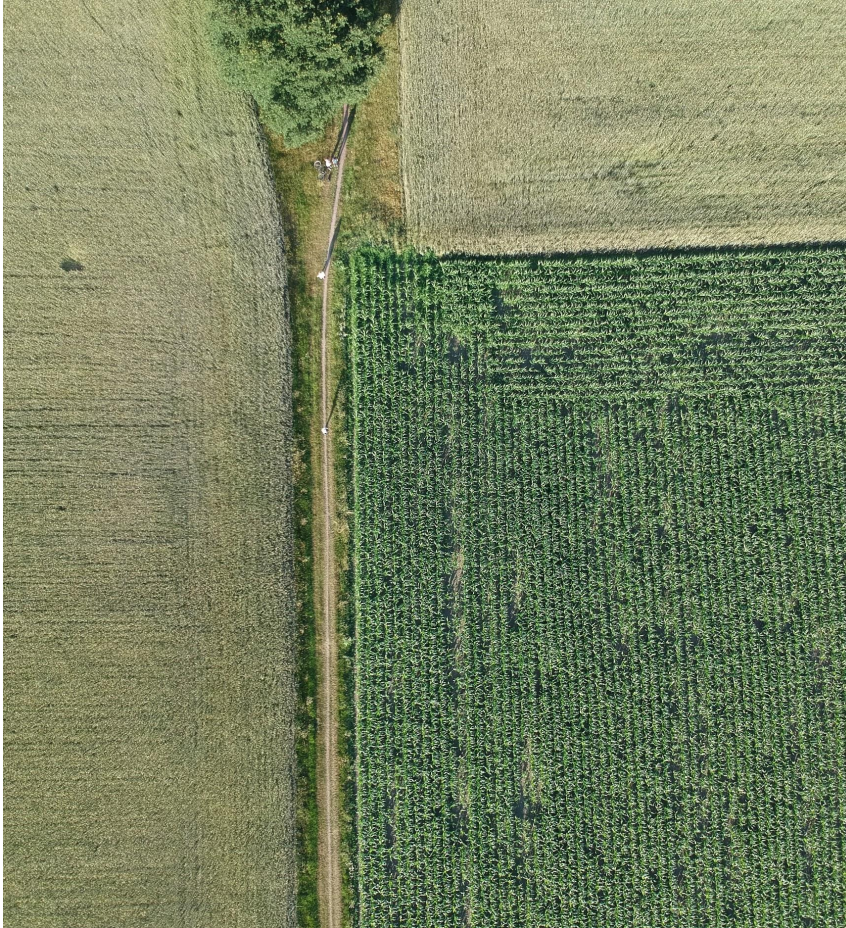
The Pragmatists

Inclusive. Caring. Driven. Curious. Real.

“Tell me and I forget. Teach me and I remember.
Involve me and I learn.”

Benjamin Franklin





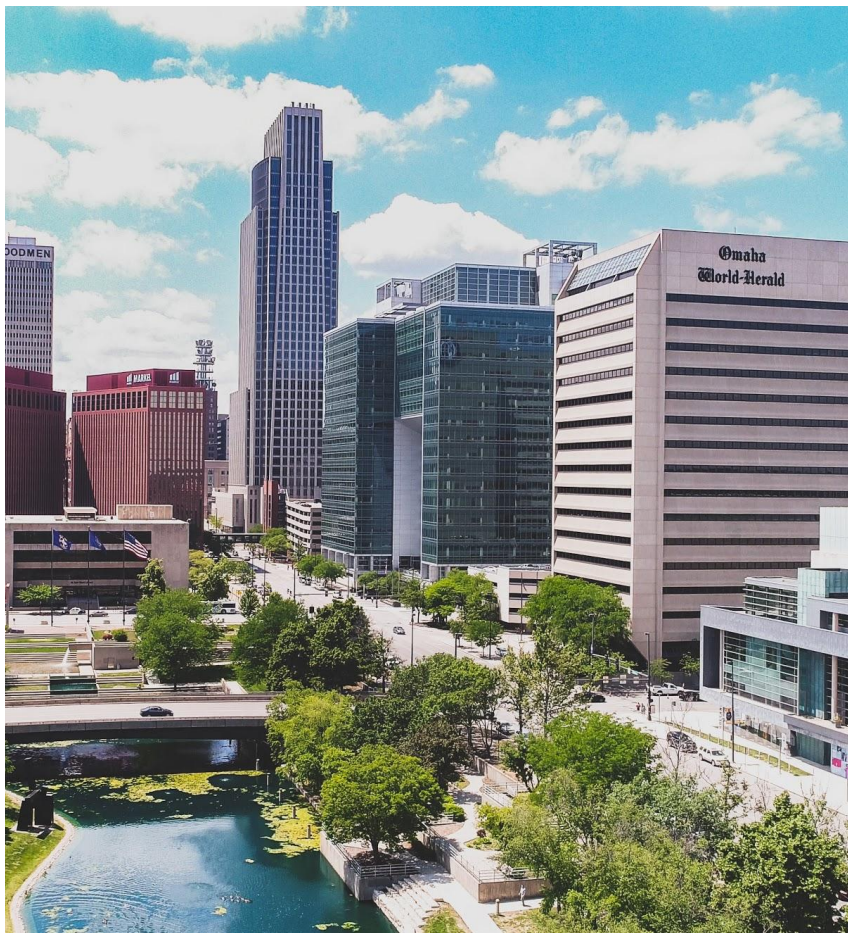
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01

Purpose



**TO BUILD REAL DIALOGUE - PRESENTLY, SUPPORTIVELY,
AND SAFELY - AT A LEVEL NOT OTHERWISE AVAILABLE
TO OUR MEMBERS.**

01 Presently

We are all busy. Show up for the group. Make every effort to attend and when you do, be fully present.

02 Supportively

You get out what you put in. And we can only expect each other to be as honest, open, and understanding as we are. Judgment, comparison, and closed-mindedness have no place here.

03 Safely (and Confidentially)

We want to build a safe haven of trust, respect, and confidentiality. "Nothing, nobody, never." And if you think that's in any way compromised, say something.



02

Core Values



01 INCLUSIVE

02 CARING

03 DRIVEN

04 CURIOUS

05 REAL



01 Inclusive

Unanimous acceptance is a requirement of membership. And once accepted - assuming we uphold our norms - we're all equal members. Let's treat each other that way.

02 Caring

To echo Kim Scott, it's about *caring for the whole person with your whole self*. Listening to understand. Building a psychologically safe environment.

03 Driven

How can we help transform whatever we touch from ordinary to extraordinary? Starting with our forum.

04 Curious

In the beginner's mind there are many possibilities, but in the expert's there are few. And we're all only just beginning.

05 Real

It's as much about the *why* as the *what* or *how*. And we work together to keep it simple, to be clear about our individual whys, and to keep each other grounded in that which matters most.



03

Members



JOEL RUSSELL
Millard Lumber
2007



MAX WAKE
Jones Bank
2007



TED FRIEDLAND
United Distillers
2007



KYLE SALEM
Cassling / CQuence
2012



SAM MOSSER
Union Bank & Trust
2013



GUINIO VOLPONE
Concierge Live
2016



DAN THRASHER
Thrasher
2016



MICK MULHALL
Mulhall's
2019



04

Roles



00 Role Elections + Appointments

Critical to building a healthy forum is knowing what role to play and when. Today, we have five distinct roles. Two are elected, and two are appointed. Everyone is also a member. Elections and appointments are made at our January forum meeting, and new roles take effect in July. A list of our current roles follow, and to see who is currently filling which, refer to the General Information folder in our Document Library.

01 Moderator

Elected. Lead the forum in our stated purpose and values. Observe the group dynamic. Prepare and distribute meeting agenda, ensure presenters selected, facilitate meetings, lead scheduling, ensure other roles are filled and executed, lead by example, attend Moderator Training.

02 Moderator Elect / Parking Lot + Timekeeping Lead

Elected. Document and maintain Parking Lot, manage time and make it audible / visible to members and moderator throughout the meeting, facilitate meeting if moderator is unable to, lead by example, attend Moderator Training.



03 Retreat Planners

Appointed. Two members to coordinate date and logistics for the annual retreat: selecting the location, developing the agenda, and working with the moderator / facilitator on content.

04 Social Chair

Appointed. Coordinate social events for the forum on a quarterly basis. Could also include breakfast / lunch before or dinner after forum. Arrange for socials like a round table in a private room at a restaurant.

05 Member

Commit full attention to the content and agreed communication processes of forum, including our agreed upon purpose and core values. Each member will explore a presentation topic at least once per year and other topics as they emerge each year. Actively shows enthusiastic support for each and every member role in the forum.



05

Calendar



CALENDAR

JANUARY	Elect Roles
FEBRUARY	Forum Retreat + Norm Review
MARCH	
APRIL	Review Parking Lot
MAY	
JUNE	CWS Social
JULY	New Roles Take Effect Schedule Meeting Dates Schedule Retreat
AUGUST	
SEPTEMBER	
OCTOBER	Review Parking Lot
NOVEMBER	
DECEMBER	Holiday Party



06

Norms

01 Commitment

We make forum a priority in our lives. As defined in our purpose and values.

02 Confidentiality

It is total and forever. Everything said and done in forum, regardless of how trivial it appears, is assumed to be confidential. Only the member who owns the information may make it otherwise. Suspected breaches are brought before the group, before or after resolution. Any breach can result in expulsion.

03 Attendance

We meet 10 times per year, have two socials, and one annual retreat. While 100% attendance is expected, we allow two absences in a year for good and valid reason. A third will require open discussion about forum membership status at the next meeting.

04 Punctuality

Everyone agrees to arrive on time and stay for the entire meeting. No exceptions. Arriving late or leaving early counts as a ½ absence.

05 Presence

We turn off electronic devices during our meetings. All other distractions and interruptions will be kept to a minimum.

06 Retreats

Our forum is cost-conscious. We plan our retreats to meet everyone's budget, and we arrive at the budget through open discussion. Retreats are held annually and attendance is mandatory. Their planning is championed by our two appointed Retreat Planners.

07 Meeting Setting

Keeping our meetings dynamic is critical to keeping them engaging. And location can play a big part. Locations are selected with a mind to interest, intimacy, comfort, and drive times. With no food or drink distractions.

08 Meeting Management

All meetings will have a clear agenda, an identified moderator, diligent timekeeping, and prepared presenters. See Roles for more information on meeting management. Food and drink, whenever possible, will be set outside the meeting room so servers do not interrupt the session. If the hallway is not possible, food is brought into the meeting room at preset times.

9 Emergency Meeting

Any member can call an emergency meeting to be coordinated by the moderator. Attendance is not mandatory but strongly encouraged.

10 Problems Take Priority

Every effort will be made to develop and follow a strict meeting agenda with member presentations scheduled in advance. But members with issues that are important and urgent may be moved to the top of the agenda.

11 Membership

Our forum will consist of 8 to 10 members who have no conflicts of interest. New members must be unanimously accepted and agree to our purpose and values and attend Forum Fundamentals within a year of integration. Members who are no longer qualified to be in YPO agree to leave the group as per YPO guidelines.

12 Conflicts

Members will avoid conflicts of interest, competitive situations, and engaging in business relationships that may inhibit an otherwise safe and open environment. If a conflict develops, the member whose circumstances created the conflict will resign from the forum.

13 Diversity

We believe in diversity of thought and perspective. We will honor diversity in gender, race, sexual orientation, expertise, industry, and experience.

14 Annual Funding

We will have a treasurer and an annual assessment of \$1,000. Other expenses are handled as they arise.

15 Written Norms

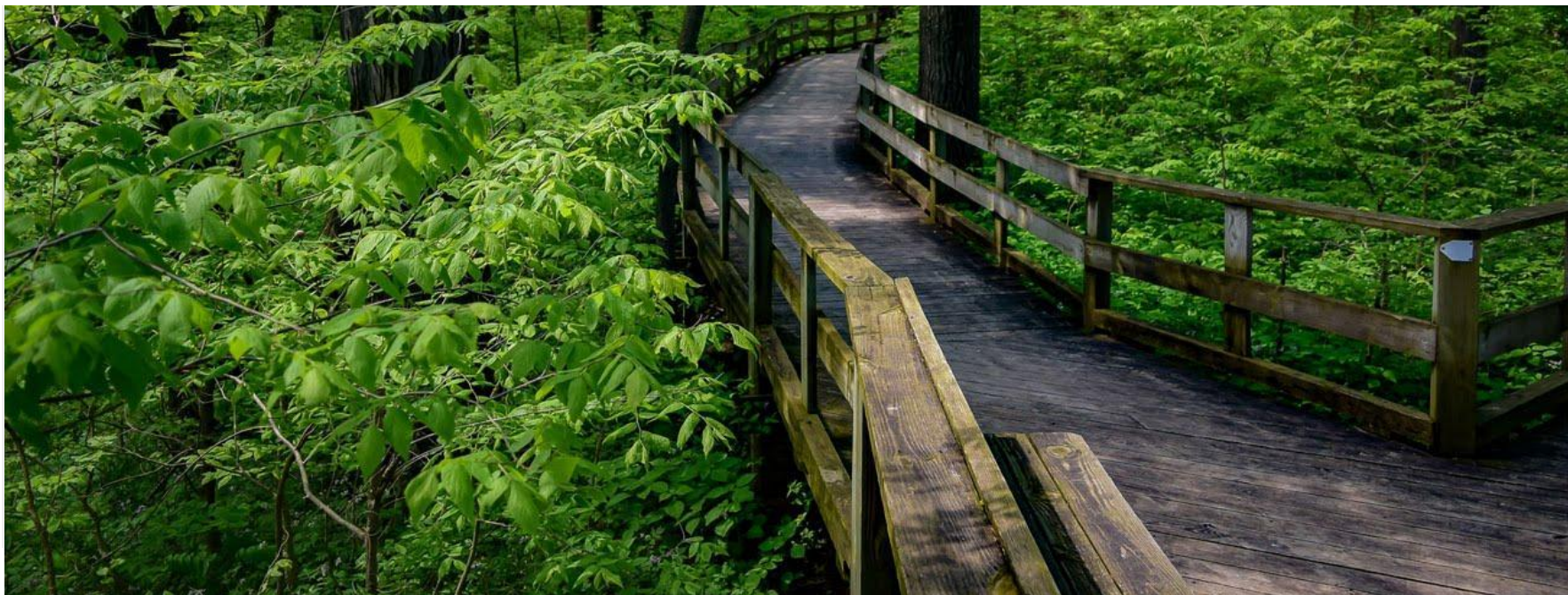
We agree to record our norms, any changes to our norms, and to review and renew our commitment to them at our annual retreat.

16 Enforcement

Members agree to hold each other accountable for meeting these norms. Members who are unwilling or unable to meet these norms agree to leave the group voluntarily.

17 Assumed Resignation

It should not fall to the moderator or another member to tell someone he or she should leave the forum. Each member, by his or her behavior, determines the relationship with the group. A clear violation of the norms implies a member has resigned.



07

Tools

- 00 Document Library**
Our forum's electronic home base. Hosted on Dropbox, it's everything we need to run forum effectively. Including copies of most of the following tools.
- 01 Tool Idea Board**
A Dropbox-based document to record ideas we have for new tools, tools we'd like to become active, and other tool-related thoughts.
- 02 Language Protocol**
"Listen, accept, question, share." A guide to keep our dialogue focused on sharing experience, not advice.
- 03 Meeting Agenda**
A framework for building a thoughtful agenda. The goal is to keep every meeting looking and feeling different.
- 04 Update Worksheet**
A tool to structure the group's updates, to be filled out in advance.
- 05 Update Prep Guide**
A series of questions to help prepare updates.
- 06 Feelings Sheet**
A list of common emotions to aid in building updates and keeping explorations centered on clarity and self-awareness.
- 07 Bringing 5% Worksheet**
A worksheet to help direct updates - and conversation generally - to that which matters most.
- 08 Four-Step Forum Exploration**
A guide provided by YPO to help structure the explorations at the heart of the forum meeting.
- 09 Parking Lot**
Printed, brought to the meetings, and made clearly visible by the Moderator Elect. Managed as outlined in the Parking Lot Leader One-Page.
- 10 Parking Lot Leader One-Page**
Guidelines for the Moderator Elect to lead and manage the forum's ongoing Parking Lot.
- 11 Annual Planning Grid**
A grid used by the moderator to help build agendas and balance participation.
- 12 Timer**
A physical timer used by the Moderator Elect to keep things on time. Has to be visible to all members during the forum meeting. We're currently using Zinnitt's "A Speech & Presentation Timer" - available for iOS.

“Surround yourself with the dreamers and the doers,
the believers and thinkers, but most of all, surround
yourself with those who see the greatness within
you, even when you don’t see it yourself.”

Edmund Lee

