

# KMFS Shared Values & Goals

## VALUES

### Mutual Respect

- We will work collaboratively towards solutions
- We will actively listen to one another to find common understandings
- We will be considerate and treat each other with dignity
- We will focus on the issues and reserve judgement

### Honesty & Integrity

- We will act in a truthful and ethical manner
- We will act in a fair and equitable manner and not take advantage of each other
- We will be transparent in our processes and consistent in our actions

### Trustworthiness

- We will act in good faith and be honest in our intentions and our actions
- We will have respectful and candid discussions
- We will have confidence that the information we are sharing is accurate and truthful

### Accountability

- We will take responsibility for our words and our actions
- We will address issues effectively in a timely manner
- We will follow through with our commitments

## GOALS

### Building Effective Relationships

- Working collaboratively with integrity and honesty to build trust
- Holding ourselves and each other accountable to the shared values
- Acknowledge each other's ideas and feelings with sincerity

### Effective Communication

- Actively listen to seek understanding of each other's reasoning to find solutions
- Have discussions that are open, honest and forthright to develop stronger relationships
- Only talk about facts not opinions/theories

### Desirable Executive

- Ensuring a positive and respectful executive that is productive, inclusive and enjoyable
- Valuing the unique characteristics of individuals to foster a sense of belonging in an environment that is fair, cooperative and adaptable
- Focusing on the growth and viability of the sport to create a future for everyone