

[Company Branding]

Integral Process Leadership Partnership Charter

Date:

As the... organizational leaders of [Company], we, the undersigned, recognize the vital power of our diverse strengths, as well as the positive impact of effective collaboration.

With an unwavering commitment to high performance and human flourishing as we strive to achieve our shared vision and goals, we hereby establish this partnership charter.

Underpinning our vision are our shared values of [Insert Company ones here or build off of these]:

- a. We embrace the following shared values, which will guide our partnership:
- b. Integrity: We will uphold the highest ethical standards in all our actions and decisions.
- c. Respect: We will treat each other, our team members, and stakeholders with respect, valuing diverse perspectives and fostering an inclusive environment.
- d. Open Communication: We will encourage open and honest communication, listening actively and providing constructive feedback.
- e. Trust: We will trust each other's expertise, judgment, and intentions, working together to build and maintain trust within the organization.
- f. Accountability: We will hold ourselves accountable for our actions, commitments, and results. This includes raising issues of concern early.

Let our commitment be recorded and enacted here:

Roles and Responsibilities:

- a. We acknowledge and respect each other's areas of expertise and authority. Specifically, that:
 - a. [PerL partner] possesses deep business acumen, including specific strengths in strategy, financial planning, logistics, and general technology.
 - b. [IPL partner] possesses deep interpersonal acumen including specific strengths in communication, empathy, conflict navigation, and change management.
- b. We will leverage our unique strengths to complement each other's skills and knowledge, working collaboratively to drive strategic initiatives and human and environmental wellbeing.
- c. We will openly acknowledge our areas of less strength and work to mitigate these through personal and professional development and ongoing collaboration with each other.
- d. We will regularly review and align our roles and responsibilities to adapt to changing organizational needs.

Decision-making:

- a. As leaders, we will make decisions through a collaborative and consultative process, respecting the strength areas noted above while considering diverse perspectives, relevant data, and our vision and values.
- b. We will engage in active dialogue, seeking consensus whenever possible. In case of disagreements, we will openly discuss and explore alternative solutions to reach a win-win resolution.
- c. Once a decision is made, we will support and implement it jointly in public, while engaging in ongoing monitoring and dialogue in private to ensure continued success.

Communication and Information Sharing:

- a. We will maintain open lines of communication, ensuring timely and transparent sharing of information with all relevant stakeholders.
- b. We will establish regular check-ins, meetings, and forums for discussions to align on strategic priorities, review progress, and address challenges.
- c. We will encourage a culture of constructive feedback, providing guidance and support to enhance individual and team performance across the organization.

Conflict Resolution:

- a. In the event of conflicts or disagreements, we will address them promptly and respectfully, striving for a win-win resolution.
- b. We will encourage open dialogue and active listening, allowing each other to express concerns and explore potential solutions.
- c. If necessary, we will seek guidance from trusted advisors or mediators to facilitate the resolution process, including, but not limited to, other experts in Integral Process Leadership.

Continuous Improvement:

- a. We are committed to personal and professional growth, fostering a learning culture within the organization.
- b. We will regularly evaluate our partnership, seeking feedback from team members and stakeholders, and incorporating lessons learned into our collaborative practices.

Our signatures below affirm our commitment to this collaborative partnership charter and Elliott's principles of Integral Process Leadership.

PerL Partner 1: [Signature] Date: [Date]

IPL Partner 2: [Signature] Date: [Date]