


01
RADICAL RELATIONSHIPS



Put people first and make priority of the ways in which human beings connect and thrive; don't ever prioritise a demand led by a system over the need of a person or your relationship with them. Be bold and believe that every relationship has radical potential.

02
RELENTLESS INCLUSION



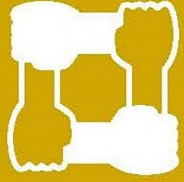
Barriers to being genuinely inclusive will be relentless. Embrace this fact; build it into your learning and planning cycles. Meet every blocker with a tenacious and gracious demolition team who are astutely tuned into cultural and structural opportunities for change. Support one another and share the load in your pursuit of equity

03
INTENTIONAL ENVIRONMENTS



Your environment shapes you; our shared spaces significantly impact the quality of what we can achieve together. The factors which constitute where we come to convene are, too often, default. They need to be considered and designed. Getting this right will enable all four of the other principles.

04
REDISTRIBUTED POWER



Power can be visible and invisible, sometimes hidden, often assumed, frequently hoarded and seldom redistributed. There is untold potential in the possibility of being permitted to have both support *and* agency. Working in this space requires integrity, honesty and a little mischief. Expose and redress.

05
LEARNING AND ITERATION



There is comfort in the constancy of change when you have fidelity and trust in the process. This highly creative culture is soothed by the safety of the 'test and learn' structure. Leave behind any fictional narratives of achieving preordained targets and lean in to the ever present surprises.

