

 **WILD LEADERS**  
**CORPORATE CHARTER**  
*CULTURE & EXPECTATIONS*

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*A LOOK INSIDE THE WILD LEADERS TEAM STANDARDS,  
BY DR. ROB MCKENNA*



# TEAM VALUES

The character of our leaders and team members is that of both strength and editability. Working in this culture is both challenging and awesome in the same moment. Leadership is strong, and yet seeks to be humble.

- **Mission Connection** - Articulates what it means to develop whole leaders in their own words, and is motivated to support our mission and purpose.
- **Conviction** - A willingness to lead strong.
- **Forgiveness** - We are seeking to be a confessing team, and willing to say we are sorry.
- **Editability** - A willingness to change. Seeking feedback and having someone check your work. If you have a problem with your work being checked and checked again, check again. The stakes are too high for us not to.
- **Fun** - Commitment to smiling, even when it's hard.
- **Grace** - Not taking ourselves too seriously, and offering grace to others.
- **Timeliness** - Being on time most all of the time.
- **Availability** - Being available to the work. If you don't have the time and can't make this your priority, you might be in the wrong job.
- **Adaptability** - Things change quickly, so you need to adapt with the change.
- **Emotional Maturity** - Avoiding the pressure or temptation to gossip or to talk behind the back of others, especially when it's hard.
- **Fighting Well** - The best answers come when we are honest, and honesty sometimes involves conflict.
- **Dealing with Paradox** - Life is full of competing tensions, so we have to expect them.

# LEVEL 3 LEADERSHIP PRESENCE

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In every case and especially for those in preparation to lead or currently leading, how we show up is just as important as the quality of any assigned task, project, deliverable, or other metric satisfied. Following is a description of levels of presence that we all aspire to be. While we are in process and our level of maturity will vary from season to season, we aspire to be Level 3 leaders.

*Note: Level 3 Leadership from Dr. Douglas McKenna*

## **3 = Leading Contributor**

Consistently demonstrates breadth and depth of knowledge, understanding; bringing fresh, original thinking and ideas to the other team members; presses for high levels of thinking and preparation for each meeting and moment; raises the intellectual bar in activities and discussions; maintains emotional composure even in heated discussions; expresses awareness of others' positions on issues and encourages other voices to come to the table; expresses no need to make everything about them or to talk too much; takes unpopular or controversial positions when it is important to do so and responds to questions with critical thinking and evidence rather than dominating or appeasing others; engages others in the learning and production process.

## **2 = Solid Contributor**

Regularly demonstrates knowledge and understanding of work tasks; asks relevant and precise questions in face to face or virtual meetings; responds to questions directly, thoughtfully, and concisely; although not always a leader in team projects, brings enthusiasm, ability to stay on topic, and an attitude that helps make every effort interesting and lively; stretches self to take an occasional risky position in discussions or activities; works hard to avoid making comments or asking questions that are off-point, distracting or polarizing.

## **1 = Drive-by or Emotional Contributor**

Speaks up occasionally when the team members gather with mostly accurate links or references to the current discussion/activity (drive-by contributor); speaks up regularly or often and compulsively, but has a hard time managing feelings about the issue at hand at the expense of calm, clear thinking about the issue (emotional contributor); content of contribution is highly variable, ranging from a rare brilliant insight, observation, or questions to distracting, polarizing, impulsive comments that waste team time and in the face of silence, feels the impulsive need to fill the space.

## **0 = Non-Contributor**

Rarely, if ever, speaks up; while an occasional comment may be on target, this person appears to be present in body only, making only minimal if any contribution to discussions or projects.

# OUR EXPECTATIONS

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## → Clear Communication

- The ability to communicate with the team using email, video calling/zoom, texts, and phone calls is very important. It's also important that communication is prompt, unless it's your day(s) off - then we expect you not to communicate :-)
- Communications should be clear. We may not get everything right, but the team needs to know how you are doing. Questions are celebrated, because they let the team know that we're thinking and learning together, and remind us that we complement one another. Over-communication is better than under-communication, especially with the person to whom you are accountable at WILD Leaders Inc. They want to hear from you.

## → Goofy and Professional

- It's a part of our culture. Knowing when to be silly, when to be professional, and when to be both: you may fit right in, or there might be a learning curve. You don't have to have all the answers, you just need to be ready to learn (and sometimes fight back)!

## → Availability

- For the most part, you'll be able to set your own schedule, but there will be times we ask you to meet with the group. Unless you have a prior commitment, flexibility is important.
- Similarly, if there is an issue within your area of responsibility, we expect prompt responses. For example, if one of your responsibilities is coordinating a site for the WILD Experience next spring, and the facility is communicating directly with you, we expect you to respond promptly to calls and emails. It is not uncommon for someone on the team to text a question to the group. Your speedy response keeps our business agile and responsive - two characteristics that are crucial for us.

## → Advocacy, Ingenuity, and Diligence

- You're not here to fill a role, you're here because of who you are. Bring yourself, bring your ideas, and advocate. Read, research, brainstorm, create ideas and share freely. Some ideas don't make it past the idea stage, but that is okay. This team works because we have a unified vision and we work hard, but we have different ideas about how to achieve our goal. Your unique and creative input, and your diligent execution, is part of the reason you are here.

## → Strategic Action Oriented

- Get it done, with a reflective mind to the long term implications of that action. We are a team of innovation and ideas, but equally a team of decisive action. Action-based progress builds momentum, efficacy and direction - it is often the happenings after the moment of action that produces the greatest fruit.

# WHAT YOU CAN EXPECT FROM WILD LEADERS

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→ **Clear Communication:**

If you have a question, expect to hear back from each other promptly (unless it's our day off).

→ **Support:**

We're all growing and learning together; it's important that you ask for the resources you need, and we'll do our best to provide them.

→ **Regular Meetings:**

The length and frequency of these meetings can be set to best fit your needs and ours. Maybe you are ready to jump in and don't need much support, in which case we can have a 30 minute check-in scheduled for once a month. Maybe you'd like a lot of feedback so meeting once a week is important. As leaders, our priority is that we have a regularly scheduled time to check-in.

→ **Coaching:**

As a team, we practice what we preach - regularly engaging with the Whole Leader Development tools. These tools will give you a whole picture of your learning and growth, increasing your employability and leadership capacity. They increase our capacity to see one another and to fulfill the rather high aspirations of this corporate culture document.

→ **Sabbath:**

We know this work is important, and we feel privileged to be involved in it. But, we also need a regular reminder that there is more to life than this work. We need time with our family and friends. We need to nurture our health and well-being in all kinds of ways. And most importantly, we need a reminder that our value does not come from our ability to produce things. Our value comes simply from our being. Sabbath is about a time to just be, and rest in who we are. We can't force you to rest, but we can encourage you by honoring a regular day (or two) of sabbath. In the spirit of building a sabbath culture, Wild Leaders also tends to celebrate specific days as non-work holidays. It is assumed that we do not need to be immediately responsive to emails during these times, but will set up automatic replies during these holidays or set up clear expectations for response times whenever they may exceed 48 hours due to holidays or unforeseen circumstances.

→ **Partnership in an Amazing Team:**

We have fun together! While we like to get things done and move toward our goals - and set new goals - we want to keep living and enjoying the process too. We aren't afraid to do crazy things, and sometimes we fight, but we fight well. Most of all, we respect each other. The focus, challenge, goofiness, and respect are what makes our team amazing.