Real and Urgent Work
Interdependence requires real work and a central, unifying goal that cannot be achieved alone.

Experimentation and Learning
Innovation requires experimentation, documenting what happens, and then making meaning of it. There is no way to do this without learning, and there is no way to learn without failing at times.

Compatible Competencies
Everyone is bringing a unique contribution to the table. Everyone knows their part, and values each others’ part.

Shared Decision Making
Elders need to let go of power. Group projects require mutually agreed upon measures of success.

Direct Communication
Commitment to excellence requires real and honest feedback. When things fall apart, there is a way to talk about it.

Commitment to Excellence
We want to be great at what we do.

It Takes Time
Developing authentic relationships requires trust and time.