

Striking the Balance

Between Engagement & Respect

AVICC 2024

CHALLENGES

Activity

In a small group

**At your tables come up with
the top 3-5**

**ISSUES you find most
challenging**

**SITUATIONS/ENVIRONMENTS
you find most challenging**

Challenging Issues/ Locations

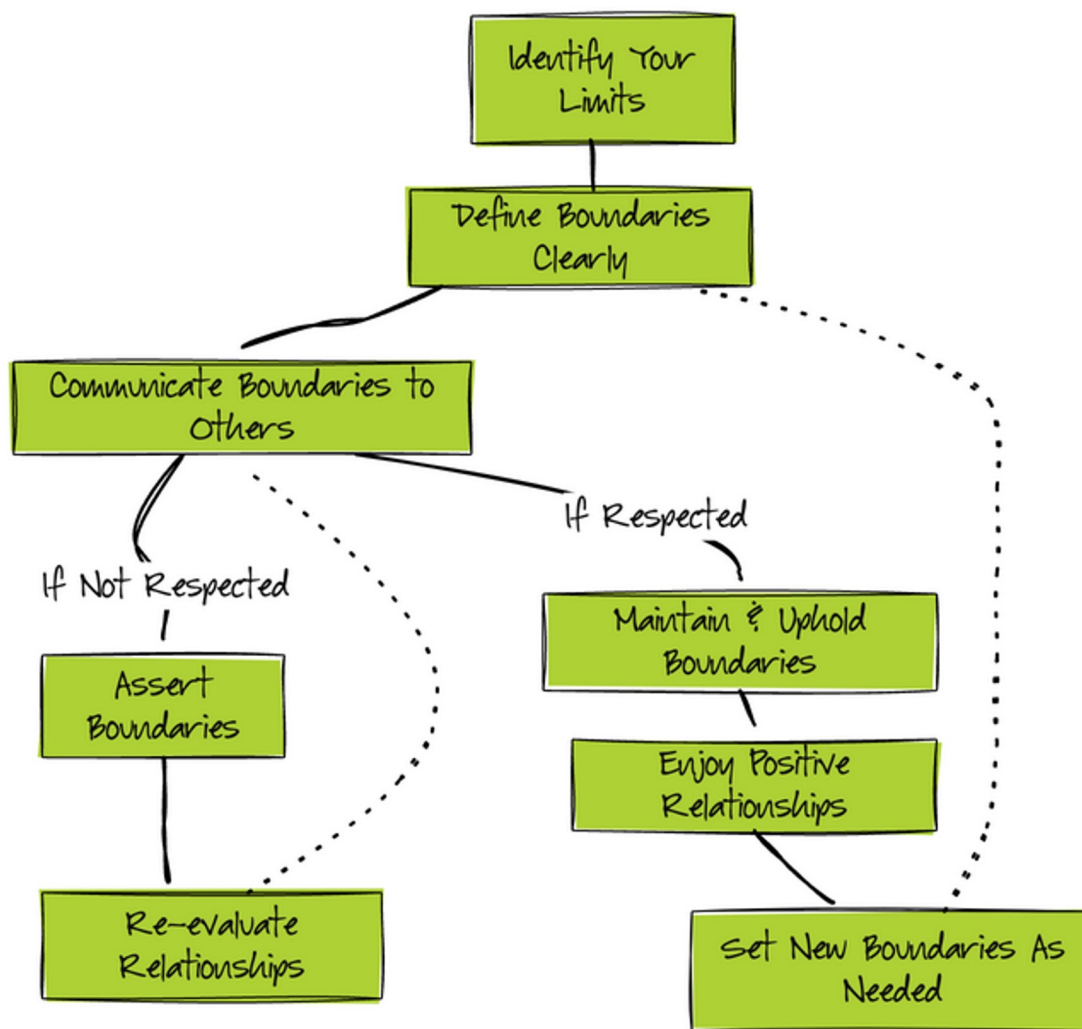
- Social media
- Tacit endorsement
- Community meetings
- (Ironically) Codes of Conduct
- Others?



Safety

- **Under no circumstances should anyone feel threatened or unsafe**
- **When in doubt, contact police**
- **Invite police to a Council meeting to get their expert advice**
- **RUN TIGHT MEETINGS :) prepare for the worst case scenario**

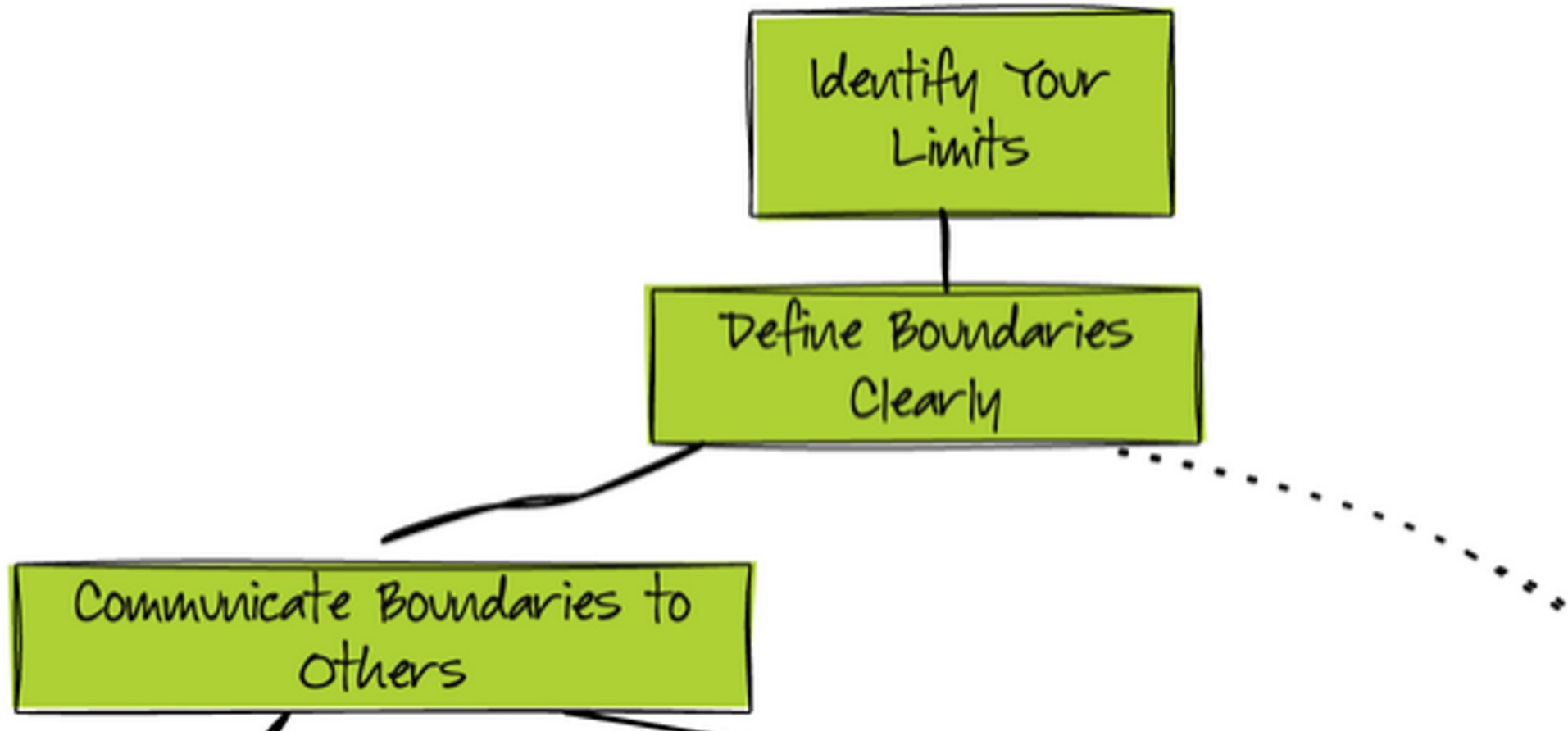
BOUNDARIES

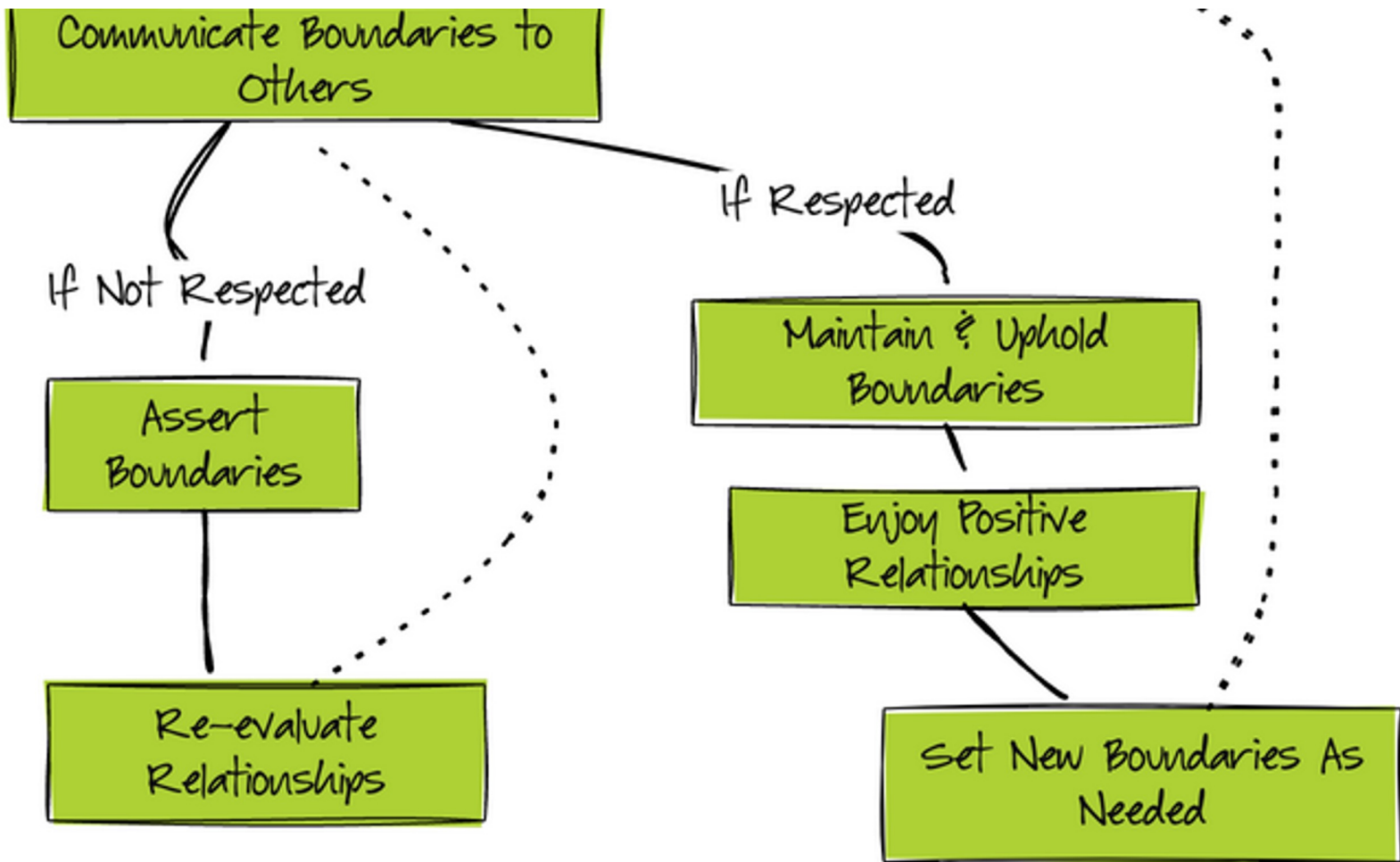


Identify Your
Limits

Define Boundaries
Clearly

Communicate Boundaries to
Others





Boundaries

In a small group

**At your tables come up with
the top 3-5**

**BOUNDARIES - what
boundaries do you have/wish
you had?**

Types of Boundaries

TIME

- Block off personal time
- When do you want to:
 - Be on the phone
 - Message/Email
 - Meet in person
- What days do you take off?

LOCATION

- Safety
- Power of groups
- Meet at YOUR tables
 - Delegations
 - At the hall

**KEEP YOUR EMAIL/PHONE/FACEBOOK
SEPARATE**

Suggestions:



PERSONAL

- Calendar booking (Calendly - free)
- Zoom office hours
- Out of office/hours reply
- Voicemail message
- Canned responses

GROUP

- What is your email protocol?
- What are your expected response times?
- Do you have similar boundaries?

RUN TIGHT MEETINGS!

WHAT'S
WORKING?

What's Working?

In a small group

**At your tables come up with
the top 3-5**

**What are suggestions that
you have - things you have
tried and whether they made
a difference.**

What's Working?

- Lead by example - decorum
- Practice extricating yourself
- Watch weaponized language
- Have each others' back
- Impact groups that respect you
- Share what you're experiencing
- Lean into colleagues
- Share successes
- Set YOUR tables - eg delegations
- Others?

CHOOSE YOUR
REACTION/
INVESTMENT
OF TIME

Choosing Your Reaction

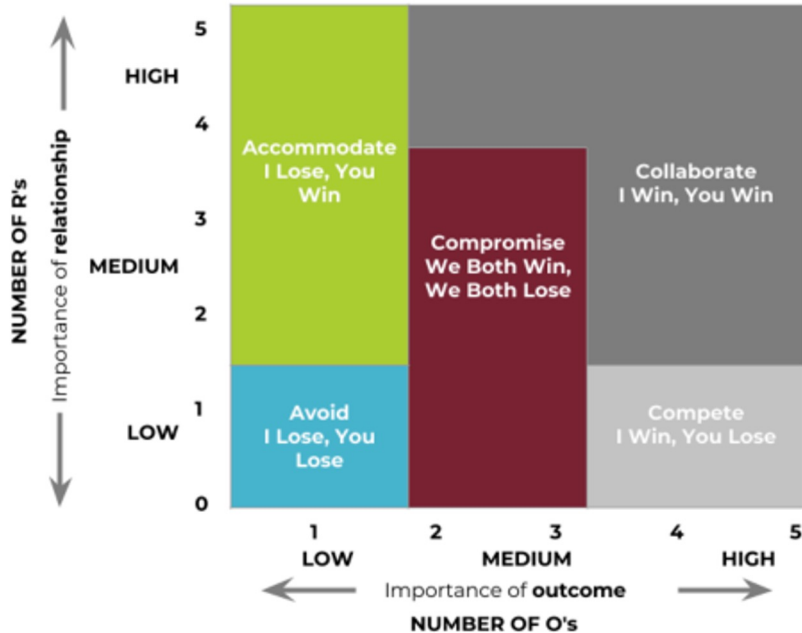
Handout

**Review the
Conflict
Selector**

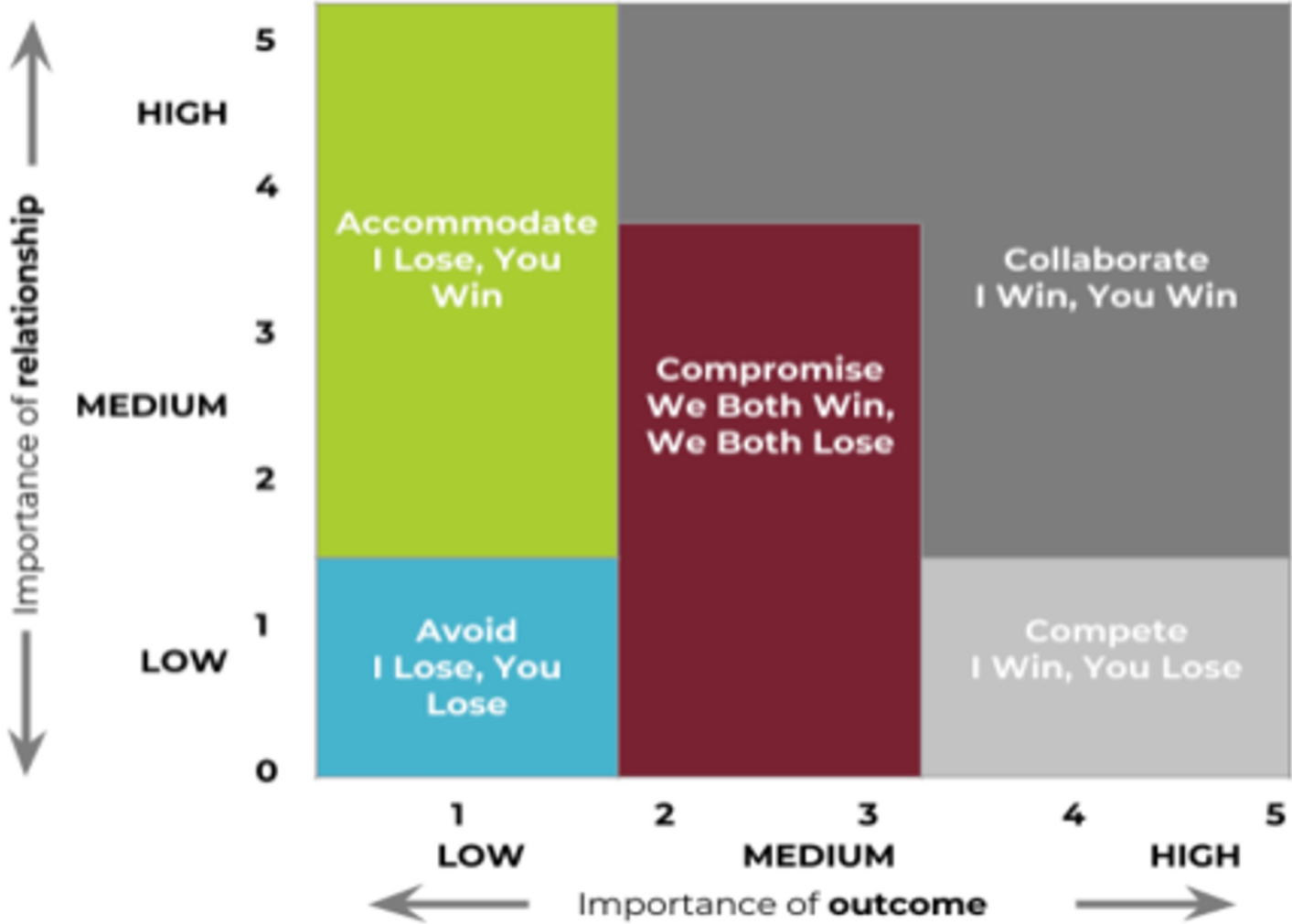
Conflict Situation Selector: Which Style Should You Use?

The Five Conflict Resolution Strategies

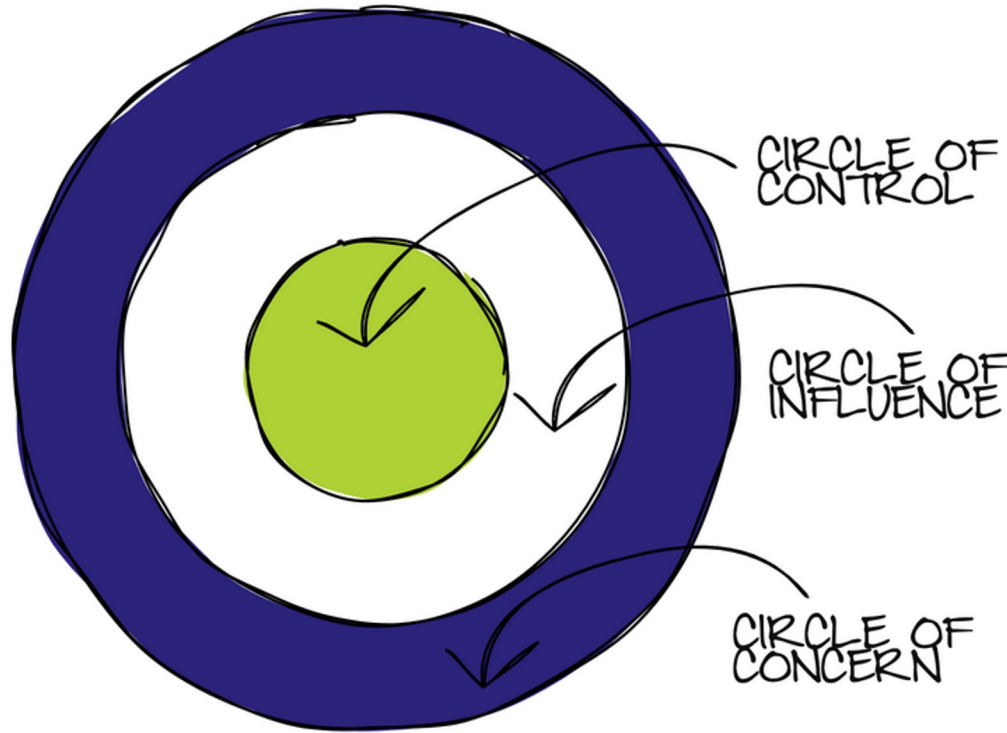
Plot your scores or use your judgment to determine the conflict strategy that best matches your situation.



CHOOSING
YOUR
REACTION



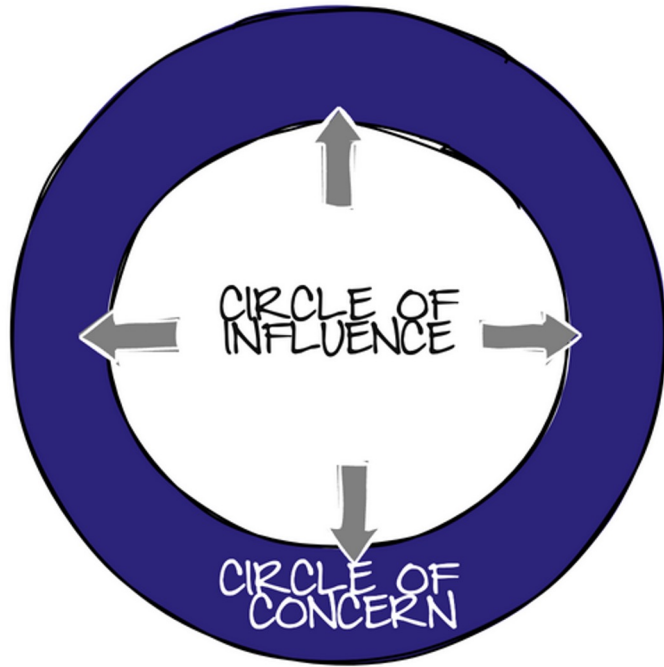
This concept explores three spheres:



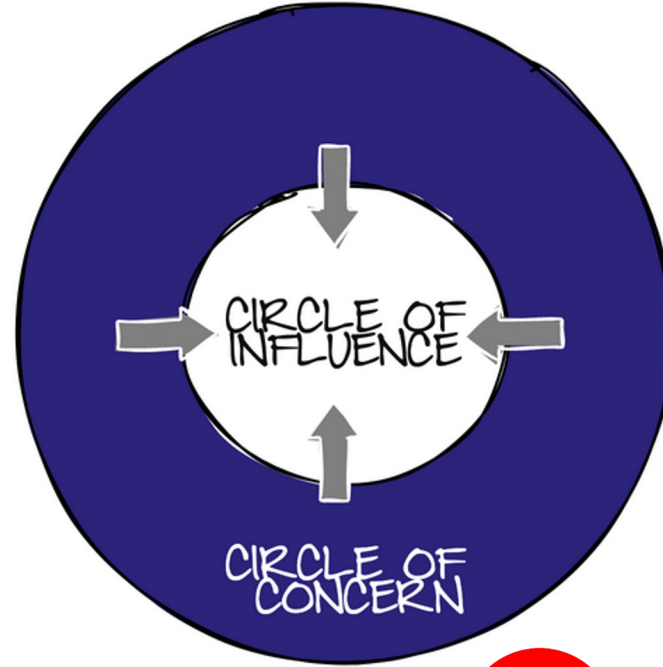
The smallest circle, representing the things we can actually directly do something about

A narrowing of the outside circle into those worries we can do something about – either directly or indirectly

The wide range of worries we might have about a topic



PROACTIVE:
focus on circle of influence



REACTIVE:
focus on circle of concern

Actions:

- **Discuss with your Council/Board**
- **Connect with others here at AVICC/UBCM to create a support network**
- **Protect your mental and physical health**
- **Establish one new boundary this week**
- **Ensure your business cards and materials have your availability and best ways to contact you**
- **Focus on strong governance – lead by example**

Stay in Touch

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