

Team name

WHY WE EXIST

One honest sentence: the work, who it serves, and what this team says no to.

WHAT WE VALUE

Three to five words, each with a plain meaning.

HOW WE DECIDE

The default rule, and when it changes.

HOW WE WORK

Five to eight norms, phrased as behaviour someone could witness.

WHO HOLDS WHAT

Each role, one line of responsibility, one name.

WHEN WE MEET

Each standing meeting, its rhythm and purpose.

HOW WE'LL KNOW IT'S WORKING

Two or three measures with a number or a date.

Review: after 30 days, then quarterly

AGREED BY
