

project RESA

Spotlight

Meeting Date: March 27, 2018

Goal of meeting: Continue to "Create a Culture Guide"

Business Items:

1. Watched [Hubspot Culture video](#) and discussed [Hubspot's Culture slidedeck](#).
2. **Activity:** Discussed if there were any concepts from Hubspot's slidedeck that may also be applicable to Berrien RESA's culture. Identified additional concepts that were not included in the deck that should also be considered when describing Berrien RESA's culture. Using these concepts, the Team began to develop a culture guide which will be presented to Management Team for consideration. It is Project RESA's aim to provide a draft guide in the near future.
3. **Goal for next meeting:** Continue drafting a Culture Guide.

Old Business: None

New Business: In late April, an email invitation will be shared with all staff asking if they would like to become members of the Project RESA team. *If considering becoming a member, please take note of the remaining Team meetings listed at the end of the Spotlight.* Also, current members were invited to continue serving on the team, if desired, and should indicate so by emailing Karen Heath at karen.heath@berrienresa.org.

Requests from Management Team: Project RESA will be supporting Opening Day activities, however, it is unclear what the activity will be as Blossomland Learning Center will under construction on Opening Day.

Communications Received from Management Team: None

What is Project RESA?

Project RESA is a district-wide think tank that addresses climate and culture topics impacting the organization.

Team Members:

- Autumn Poole
- Chris Machiniak
- Chris Martin
- Craig Blasko
- Craig Kuhn
- Cyndi Ursprung
- Eric Hoppstock
- Jamie Ely
- Jessica Mcauliffe
- John Phillips
- Karen Heath
- Katy Foster
- Kevin Clark
- Leanna Sysak
- Lorinda Robbins
- Melanie Foster
- Tiago Baltazar
- Tonya Snyder

Share your ideas!

You are encouraged to share your ideas and suggestions with the Project RESA team. Contact us via email at projectresa@berrienresa.org or you can fill out a [Google Form](#) that will allow you to submit your thoughts without anyone knowing who submitted the comment. Please be assured, Berrien RESA cannot identify who submitted comments through the form.

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Project RESA is a district-wide think tank that addresses climate and culture topics impacting the organization.

Background:

Participants from every department and building were invited to participate in the think tank (February 2017). Nearly 20 people joined the group. Committee members have agreed to serve on the committee for at least one year. An open invitation to participate will be offered to the RESA family annually.

Principles:

Project RESA is founded on two overarching principles; candor, and the concept of no authority. This means that all conversations had by Project RESA members will be honest discussions. No authority means that while the group is not a decision-making entity, it will make suggestions on ways in which issues may be resolved. Those ideas will be shared with Berrien RESA's Management Team. It will be up to Management Team to make decisions for the organization.

Communication:

To help keep all Berrien RESA team members informed of the topics being discussed by Project RESA, the suggestions being made to Management Team, and the decisions being made by Management Team regarding those suggestions, Project RESA will be issuing a "Spotlight" after each meeting. Spotlights will be shared via email as well as highlighted during staff meetings.

Questions addressed by Project RESA

- **Question-**Please provide some recycling bins for water bottles/plastic around the Admin. Center.
Per Building & Grounds, there are recycle bins for bottles and soda cans in the building now. They have green lids with two round holes in them. They are located in the break rooms and in Conference rooms throughout the building.

Question-Do we, as an organization, apologize appropriately? Do we have critical conversations? Do we practice mindfulness?
Project RESA did not have an opportunity to discuss this question but plan to address it at the next meeting.

Comment-Since we work in an open space area, it is mindful to keeping our group, phone or coworkers conversations low and quiet. It is very distracting for those trying to work and hearing the talking and laughing.
Supervisors should address this issue at staff meetings.

Communications received from staff via email or online form dealing with our organization's culture:

None.

The Suggestion Box:

Question-Wondering if the Board would consider having meetings after work hours so staff could attend?

Staff members are always welcome to attend Board meetings. Staff should work with their supervisor if they wish to attend a meeting.

Upcoming Meeting Dates

(All meetings will be held from 3:15-4:15 p.m.):

- April 25 - Admin. (Room E-invitation sent to staff to welcome new members)
- May 31 - BLC (B-Pod)
- June - No meeting