



This **Cultureship Contract** is the explicit declaration of what is expected of and offered to everyone within the organisation.

Integrity

“Doing the right thing, well”. It’s a way of living for everyone in the organisation and everyone connected to the organisation. We treat others with integrity and expect to receive it back in return.

Offer: We will always respect your dignity and your rights. We will always be frank and honest in preference to short-term commercial gain.

Expect: We expect you to behave with integrity in all your dealings with The Cultureship Practice. This means “doing the right thing, well”, each and every time. We can only work with the information we are told or allowed to discover.

Hope

“Realistic expectation driven by passion”. We are people on a mission: we can’t change the organisational world overnight but with shared hope we can begin to do so step by step.

Offer: We will always offer via CCR ambitious but realistic development plans, creating something in which to believe and sometime which everyone can grow towards.

Expect: Never to be stymied by carping negativity, yet always to be challenged where necessary on the achievability and the path to our dreams, running on together where the path is clear.

Reciprocity

“Mutual support and mutual gain.” The common notion of Give and Take is too frequently grounded more in selfishness and squabbling than in true reciprocity; selflessness and supporting offer a better way of life.

Offer: Offer first.

Expect: Expect nothing - but always no more than your offering.



Knowledge

“Understanding as productive possibilities.” Knowledge is to be sought in shared meanings of how we embrace, enhance and embed Community, Contribution & Recognition. Knowledge is about the search with one’s eyes and mind open for better ways of doing better things.

Offer: In generating useful meanings and sharing these amongst as wide an audience as possible, we put others’ self-development ahead of our own short-term commercial gain and personal gratification.

Expect: We expect those involved with us to be both courteous to our commitment to research and also actively supportive of our general mission to share knowledge with integrity.

Excellence

“Never selling anyone or anything short.” It is about rejecting laziness and mediocrity, accepting personal responsibility, being the best that you can be, always seeking to shift those abilities forwards – and being satisfied in the acts of jobs well done.

Offer: We will always provide the space, time, patience and intellectual generosity to enable people to excel: the door of community is always open, the call to contribution always loud, the hand of recognition always extended.

Expect: Open minds, open hearts and a burning passion to make great things happen, together.

“Cultureship Contract” and related concepts are the property of The Cultureship Practice.

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