

**City of Ramsey**  
**“A New Day...A New Beginning”**  
**Principles of Engagement**

The City of Ramsey’s strategic planning group -- elected body (Mayor and six City Council members) and the staff (City Administrator, City Clerk, Civil Engineer, Development Services Manager, Finance Director, Fire Chief, Human Resources Manager, Police Chief, and Public Works Superintendent)

We commit to...

1. Coming prepared for each meeting; workshop materials distributed four days in advance
2. Actively participating in the discussion; don’t be afraid of playing the “devil advocate’s role” and agree to disagree
3. Staying on topic – using the Parking Lot as a place holder for ideas that are not on topic
4. Staying focused – avoiding the use of cell phones and computers; if necessary, step out of the room to take the call
5. Proactively listening to one another – no cross talking, no side bars
6. Speaking with the “I” voice
7. Honoring the full spectrum of perspectives
8. Asking clarifying questions when we don’t understand
9. Ensuring all voices are heard
10. Being part of the solution
11. Respecting one another’s time by being on time, coming prepared, and be willing to do the work
12. Driving decisions by achieving at least a 70 percent buy-in of the attendees

Each person will contribute one dollar in the “Penalty Box” for not adhering to one of the principles.

Edited by Anita S. Duckor

