

Consortium Management II: Tools and practices to strengthen relationships

Handout 2.2 CRS CAFÉ Reference Sheet: Interpersonal Component

Interpersonal Component	Attributes and Processes
<p>Consortium staff, policies and procedures:</p> <ol style="list-style-type: none"> a. Respect the human dignity of each person (consortium members, project participants, stakeholders, and other) without regard for organization, job responsibility, or personal identity b. Conduct consortium business in a transparent, timely, and respectful fashion c. Work to build a consortium based on trust and mutual respect, consistently modeling and supporting positive interpersonal behavior d. When representing the consortium, put the needs and identity of the consortium ahead of individual organizational needs 	<ul style="list-style-type: none"> • All functions are conducted transparently, equally, and without bias • Decisions, communications and information sharing are transparent at all levels • Definitions, systems, and remedies are mutually agreed to • Consortium leadership is committed to staffing that reflects the composition of the nation • Conflict resolution procedures include an appeal process • Definitions of respect, trust, dignity, etc., are developed and agreed to by consortium staff