

Purpose to Practice General Description and Instructions

This exercise guides teams in determining their shared values and establish processes to accomplish their mission. It takes approximately two hours to complete and can be broken up into two different meetings. The only supplies needed are copies of these instructions.

To ensure full group participation, follow these [1-2-4-ALL](#) facilitation instructions (Henri Lipmanowicz, 2014) for each step in the process:

- 1:** One minute to write notes or think in silence about the questions posed
- 2:** Participants pair up with one other person to share their thoughts, uninterrupted, for one minute each
- 4:** One pair joins another to form a group of four. Each person has one minute to share his or her thoughts on the topic
- ALL:** Large group discussion where the group comes to a consensus around each topic.

Begin at the Beginning

Keeping the team's mission in mind, what purpose does your team serve?

Values Questions to Consider

What values represent our team? What does your team believe? A list of words can express this, and the group can determine what each word means to the team and how the team promotes or 'lives' that value.

Principles

Generate a list of 'Must Dos' and 'Must NOT Dos', or those behaviors or actions the team must conduct or those to avoid.

Participants

Consider the team's mission and stated purpose. Who are the groups or individuals that must be present and actively a part of the team in order to accomplish the mission?

Structure

Note that this section may take extra time and is divided into three sections:

1. Infrastructure: Consider the best structure for **your** community or the communities your team supports. This can include the team's size, frequency of meetings, and roles and responsibilities required to keep the team operating.
2. Functions: Consider how the team will make decisions; sharing of information; accountability to the group; and communication strategies.
3. Formalized relationships: Consider how the team will uphold confidentiality and response protocols. Will Memorandums of Understanding work?

Practices

What actions will the team take to fulfill the mission and purpose? List the projects the team will undertake keeping in mind the previous topics discussed.



Center on Domestic Violence

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This Purpose to Practice activity was adapted from [Liberating Structures](#) and incorporates the Foundations of Coordinated Community Response Teams as developed by the Center on Domestic Violence, University of Colorado, Denver. Contact the Center at 303-315-0241 if you have any questions regarding the facilitation of this exercise.

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