



Internal Workgroup: Bremerton Think Tank (BTT)

Welcome!

The *Bremerton Think Tank* will serve as an inclusive ‘sounding board’ to provide organizational leadership with feedback, insights and support for initiatives concerning employee and community engagement.

To drive long-term success, a diverse group with representative (s) from all departments is needed to foster innovation and creativity.

Guiding Principles

- Participate fully, actively and constructively
- Respectfully engage one another by asking questions and focusing on ideas, not people
- Refrain from person attacks
- Practice active listening (listen to understand both emotion and intent)
- Include every individual voice and be aware of the time occupied when speaking

Format/Time commitment

- Each meeting will start with an icebreaker to building community among staff
- Monthly meetings will be held via Microsoft Teams
- Meetings will be an hour or less depending on agenda items
- Agenda will be sent ahead of meetings
- Departments can request BTT to review policies or procedures with an inclusive lens. Departments will be required to close the feedback loop in reporting back to BTT what recommendations were implemented.
- Staff will be rotated as needed to bring in fresh perspectives and accommodate changing schedules (BTT can decide the frequency of rotation – six months or a year etc.)