

# **Interest-Based Bargaining (IBB)**

## **Norms for Collaboration**

### *Examples*

**Some IBB teams use bullet points to express their norms:**

- ◆ Be a good listener
- ◆ One speaker at a time
- ◆ Commitment to meetings
- ◆ Deal with Issues, not personalities
- ◆ Maintain commitment to IBB process
- ◆
- ◆

**Some IBB teams use phrases or sentences to express their norms:**

- ◆ Meetings will start and end on time, with members responsible for attendance and for focusing on the IBB process during meetings.
- ◆ Members will strive to understand others as opposed to convincing, will make an effort to hear from everyone, be creative, and open to change.
- ◆ Maintaining the Norms for Collaboration is everyone's responsibility.
- ◆
- ◆