

**Building Mutual Dependency and Trust through Expectations**  
Working Session Exercises to Foster Creativity and Innovation  
Handout 3

**Sample:** Expectation of Myself

Expectation: Build trust among superintendents and add labor representatives to team

Time Requirements: Three to six months.

1. Resources Available: Internet, handouts, agendas, meeting notes, presentations.
2. Expertise Available: Sanitary Steering Team, Leadership Team, Learning & Performance director, Labor leaders.
3. Contact Network: Colleagues for support, decisions, ideas, etc.
4. Expected Learning: New eyes and ears on the organization to help change the culture and foster effective relationships.

**Sample:** Expectation of the Department Superintendents

Expectation: Active involvement and commitment to the change and improvement process to create a new work culture and preferred future.

1. Time: Meet twice per week.
2. Resources: Phone, e-mail, fax, related literature, colleagues, Internet.
3. Expertise: Colleagues, Regent University professors, Learning & Performance director.
4. Contact Network: Superintendents, team leaders, director, Leadership Team.
5. Expected Learning: Mutual respect, enhanced learning of business, shared knowledge, move from transactional to transformational learning, improved communication and effectiveness.

**Sample:** Expectation of Organization's Leader

Expectation: Hold regular meetings with the department director

1. Time: Hold a regularly scheduled monthly meeting.
2. Resources: Steering Team, lab staff, support services, GroupWise e-mail.
3. Expertise: Director/lab manager, fellow doctoral cohorts, professors.
4. Contacts: Leadership Team, Sanitary Steering Team, county administrator, labor representatives.
5. Expected Learning: Build better working relationships, Stay abreast of events/issues, have added face-to-face interaction.