Our guiding principles are inspired by the 13 structural support poles of a Columbia River basin-style tipi. We infuse these principles into the foundation of every project. They are an integral part of our team’s ethical ecosystem, both personally and professionally.

- The value of community
- The potential of respect
- The dignity of simplicity
- The strength of diversity
- The wisdom of economy
- The influence of humility
- The importance of balance
- The joy of creating
- The power of collaboration
- The success of perseverance
- The satisfaction of hard work
- The worth of strong character
- The importance of transparency
KEYNOTE SPEAKER

A person who delivers a speech that sets out the central theme of a conference.
WHY ARE WE ALL HERE?
Name Your Strength!

#Teambuilding

#Synergy
It’s a Fan!

It’s a Wall!

It’s a Spear!

It’s a Rope!
3 Levels of Collaboration Capability

**Low**

- Level 1 Collected Work: Uncoordinated Individual Efforts
  - Sprinters

**High**

- Level 2 Coordinated Work: Coordinated Individual Efforts
  - Relay

- Level Concerted Work: Concerted Team Effort
  - Crew
At your table:
Select one person to help facilitate.

That one person needs to meet me at the front of the room.
What is your TASK?

1. One card per person

2. The goal is to put the pictures in order

3. When your team is done, return to your table
Celebrate Small & Big Wins OFTEN!
Talk with a person at your table

How did the people on your team interact with one another to accomplish the goal?
Personality

Character Traits
What is your strength?

- It’s a Fan!
- It’s a Wall!
- It’s a Spear!
- It’s a Rope!
Determination
Dedication
Honesty
Versatility
Visionary
Supporting A Diverse Team

It’s a Fan!

It’s a Wall!

It’s a Spear!

It’s a Rope!
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Thank you for Leaning in Today, Dr. Melanie Quaempts