

BAATN LEADERSHIP GROUP Working Document

Introduction

This document is the on-going working agreement we have with each other as members of the Leadership Group. It reflects ideas and inputs from different members of Leadership Group on what is required for the effective working of the group. These ideas and inputs have been gathered under specific headings to help guide the group as a whole.

The leadership group working agreement will be reviewed regularly to ensure it continues to reflect both 'the what' and 'the how' of our working agreement and practices in the best interest of the BAATN's current aims, values and objectives.

We, the Leadership Group, agree to:

1. ***Steer the direction of the organisation as a whole***
 - a. To participate collaboratively in decision-making and vision
 - b. To steer BAATN's aims over time
 - c. To regularly reflect on steering the organisation as a whole
 - d. To annually review and reflect on the composition of the leadership group
 - e. To develop a collective approach in order to influence decision-making
 - f. To be a vanguard leading the way on this

2. ***Support the development of BAATN as an organisation***
 - a. To participate collaboratively in decision-making and vision
 - b. To regularly attend and participate in meetings and activities
 - c. To find different ways of working together to develop BAATN's aims and objectives to become a successful concrete reality
 - d. To support and encourage each other on whatever it takes to move BAATN forward and continue its successful development
 - e. To foster and develop effective processes to meet the needs of the BAATN communities
 - f. To ensure the group continues to support the BAATN project to function well and flourish in it's aims
 - g. To aim for and share best thinking with the rest of the group
 - h. To be a vanguard leading the way on this

3. ***Grow as a Group***
 - a. To embrace our personal leadership responsibilities
 - b. To lead on our strengths, to transparently show and share our skills with each other
 - c. To support and encourage each other and validate the strengths we have among us as a leadership group
 - d. To be inspiring to and supportive of each other
 - e. To embrace our strengths and areas we would like to develop as individuals
 - f. To be enablers and facilitators in collaboration with each other

4. ***Continually aim to meet the needs of the BAATN communities***
 - a. To foster and develop different links and connections to make them strong and effective

- b. To enable connection, networking and collaboration between members, between leadership and members and more widely with the communities of people that are the focus of BAATN's work
- c. To ensure a continued focus on challenging all forms of oppression and recognise awareness of intersectional dynamics e.g. gender, sexuality, disability, age, class. The discrimination that arises negatively impacts the lives and aspirations of the diverse communities we serve.
- d. To be principled leaders and to act in ways consistent with BAATN's aims, values and objectives

5. *Be visible in the world and pay attention to BAATN's external profile*

- a. To support and encourage each other on whatever it takes to move BAATN forward into greater external visibility and effectiveness
- b. To have visibly identifiable 'go to' people for different functions (for example training, membership, commentary etc.)
- c. To be visible in the world as individuals representing BAATN's aims, values and objectives
- d. To foster and support a collective approach and manner in influencing decision-making
- e. To ensure issues of social responsibility are at the forefront of our work in this area
- f. To be the 'go to' people and organisation for and about Black, African and Asian communities relating to counseling, psychotherapy, mental health and wellbeing concerns *that impact the communities we serve*
- g. To work collaboratively on all the above in order to be a vanguard leading the way on BAATN's visibility and impact in the world

6. *Be Compassionate*

- a. To question, challenge and confront each other with compassion
- b. To aim for and work at understanding each other in a way that models principled leadership
- c. To promote, support and challenge each other to maintain creativity, aliveness and effectiveness of the leadership group
- d. To speak out with awareness
- e. To encourage each other in the embracing our strengths and areas we would like to develop as individuals and as a group