

NOWOS

Mana Team Governance

The Mana team is represented by the Executive Board and/or the original “founders” of the organization, all those with legal responsibilities as required by law and representatives of all connected teams.

Although members of the Mana team may also be part of other type of teams and/or attend some of their specific activities, they never hold hierarchical power over others.

Team Charter:

1. Purpose (why are we here?):

- The **Purpose** of the Mana team is to support, coach, facilitate and advise teams to operate in line with the organization’s overall **purpose**, governance and **principles**.

2. Objectives (what do we want to achieve?):

- Design and maintain the overall **purpose** (Whakapapa)
- Design and maintain the organization’s governance
- Design and maintain the organization’s guiding **principles** (Ubuntu)
- Give structure to the organization (coordination)
 - Define the first teams
- Support all teams to work effectively
- Mediating potential conflicts of roles or scopes between teams
- Peer coordination, with a representative in each connected Team

3. Key results (how will we know that we have succeeded and reached our objective (in measurable terms?):

- Flourishing co-workers
 - Human potential assessment
- Engagement with purpose
 - Human potential assessment
- Safe learning environment
 - Human potential assessment
- Organizational Productivity
 - Rentability
 - Material/co-worker ratio (kg/fte)
- Positive cash flow

4. Accountability:

- Legal
- Overall P&L
- **Partnership** (whanau)
 - Ensure that co-workers feel jointly responsible and connected for the result to be achieved

5. Strategy (a plan to achieve the objectives):

- a) Create and maintain organizational annual calendar
 - a. Governance meeting every 4 weeks
 - b. Operational meeting every 4 weeks
 - c. Closing book year
 - d. t.b.d. in first Governance meeting
- b) t.b.d. in first Governance meeting

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6. Roles:

1. name/definition of the role
 - i. t.b.d. in first Governance meeting
2. purpose of the role
 - i. t.b.d. in first Governance meeting
3. scope (area of full authority)
 - i. t.b.d. in first Governance meeting
4. accountabilities/activities
 - i. t.b.d. in first Governance meeting
5. any necessary skills/expertise
 - i. t.b.d. in first Governance meeting

7. Budget & Resources:

t.b.d. in first Governance meeting

8. Team & team member assessment:

t.b.d. in first Governance meeting