Boundary Conditions – MU Extension Self-Directed Teams

A self-directed team will perform best if it understands the expectation of MU Extension leadership, can interact with it about the expectations, and agrees with the expectations. “Boundary conditions” can help provide management expectations, add clarity and definition to possible team actions, and help teams in development of action plans.

The following “boundary conditions” are intended to serve as supportive conditions for the creation and operation of MU Extension Self-Directed Teams. The boundary conditions are intended to permit the team to operate with greater clarity, and within the boundary conditions to operate with great freedom for innovation, creativity and self-directed action. The boundary conditions advanced for consideration and use by the MU Extension Self-Directed Teams are:

- **Team alignment with MU Extension.** Each MU Extension SD-Team will align its performance with MU Extension’s vision, mission and values. Such alignment will provide a basis on which the team can build its purposes, core values, roles and responsibilities, and operating principles.

- **Client/customer and problem/opportunity focus.** Each MU Extension SD-Team is asked to develop and maintain a client/customer-focus and/or problem-solving and opportunity-enhancing focus in fostering programs and projects for the benefit of those served and other stakeholders.

- **Active involvement of clients/customers and other stakeholders.** The team should develop a clear picture of the clientele and stakeholders being served, their geographic concentration, and emphasize involvement of clients and stakeholders as advisors or as participants in specific programs, processes, and projects fostered.

- **Clarity of team purposes and goals, plus planned actions to achieve them.** The team should strive for clarity in its team purposes and goals, and for agreement by team members in support of those purposes and goals. Further, the team should develop planned actions to achieve its priority goals and agree upon the mutual responsibility within the team for those actions.

- **Resources.** Teams should strive to identify, acquire, and manage all resources, including human, and financial resources, with transparency. If handling financial resources, follow accepted Extension policies.
• **Assessment of knowledge, skill and resource requirements.** The team should address the knowledge, skills and other resource requirements to implement and successfully conduct programs, processes, and projects planned and undertaken. Plans should be developed to meet the requirements when deficiencies are determined.

• **Entrepreneurship principles and practices.** MU Extension SD-Teams should develop both the principles and practices to guide its entrepreneurship involving resources for programs and projects. To the extent possible, when funds are made available to the team they should be used to leverage community, county, and other funding opportunities to conduct necessary programs, processes, and projects.

• **Representation and access.** The team should ensure full representation from and access to on-campus and off-campus inputs, views, and considerations in the conduct of its work.

• **Mentoring.** The MU Self Directed Teams should provide or otherwise arrange for mentoring opportunities for new team members and others who seek and could benefit from mentoring. Team leaders/coordinators should provide necessary team-related information to potential and new Self Directed Team members including its Team Charter Document.

MU Extension Self Directed Teams will understand and operate within the administrative boundaries of MU Extension. Also, it must work with and respect the responsibilities of those who have MU Extension Programmatic and Administrative Leadership Functions. But, within those bounds, this self-directed team is expected to exercise full creativity and innovation for program and project initiatives and their successful conduct.