

DRAFT
Monterey Regional Water Supply Reliability Dialogue Group
Conflict Resolution Process

The following conflict resolution proposal is designed to keep our regional dialogue on schedule but allow for diverse opinions and concerns to find a meaningful audience. To best accomplish this goal, each member of the regional dialogue group must take responsibility for maintaining the schedule and decorum of our important process. Thus, for your consideration are the following principles:

1. Each member of the group has responsibility to maintain timely discussion and help keep the process on schedule (remember that our milestones are coming at us rapidly). While there are no individual time limits for members to state their views, the speaker must be concise and attempt to connect their point to the matter represented by the underlying agenda item. It is each member's responsibility to manage their own adherence to the agenda and to assist the facilitator to keep on schedule.
2. All perspectives are valid and important. However, those that are off agenda will be placed in a "parking lot" to be revisited during the "new business/old business portion of the agenda (we will reserve adequate time for all points of view). Please recognize when you are becoming redundant. If that is difficult to do, then please do not take offense when the facilitator or other members ask you to park it and allow the process to continue.
3. There really cannot be any name-calling, harassing, mean-spirited accusatorial pronouncements, or public floggings. We are meeting together in the spirit of regional cooperation. That means that each participant is important. Our challenge is to determine how we can best proceed with each other and create something beneficial. Our regional dialogue cannot merely be a venue for airing grievances. To become a productive regional process team, it really helps to try to find some good in each of us.
4. The final arbiter of whether a group member is keeping on topic and adhering to the schedule is the facilitator/autocrat.