

# EASTLAND PORT COMMUNITY LIAISON GROUP

## DRAFT CODE OF CONDUCT

The ultimate success of the group will depend on the willingness of all participants to treat each other with respect.

It would be beneficial to set some parameters at the outset determining how we should all treat each other. If we set them while there is a sense of goodwill between the parties, and then use them going forward, we should be able to enhance that goodwill and ensure the success of the group. The following is put forward as a draft to help formulate a code of practise.

Participants should come to see themselves as working side by side, attacking the problem, not attacking themselves. There is a need to improve, or at the very least, not damage the relationship between the participants. The philosophy of "Principled Negotiation" focuses on 4 points, which if adhered to leads to wise agreements, which are efficient, and should improve the relationship between the parties. These 4 points are:

- People: Separate the people from the problem
- Interests: Focus on interests, not positions
- Options: Generate a variety of possibilities before deciding what to do
- Criteria: Insist that the result be based on some objective standard

To expand on these points:

1. separating people from the problem
  - put yourself in their shoes
  - don't deduce their intentions from your fears
  - don't blame them for your problem
  - discuss each others perceptions
  - give them a stake in the outcome by making sure they participate in the process
  - face saving – make your proposals consistent with their values
  - recognise and understand emotions, yours and theirs
  - make emotions explicit and acknowledge them as legitimate
  - allow the other side to let off steam
  - don't react to emotional outbursts
2. focus on interests, not positions
  - for every interest there usually exist several possible positions that could satisfy it. All too often people simply adopt the most obvious position
  - the basic problem in a negotiation lies not in conflicting positions, but in the conflict between each side's needs, desires, concerns, and fears
  - behind opposed positions lie shared and compatible interests, as well as conflicting ones
  - realise that each side has multiple interests
  - the most powerful interests are basic human needs
  - acknowledge their interests as part of the problem
  - be hard on the problem, soft on the people
3. generate a variety of possibilities before deciding what to do
  - don't search for a single answer
  - invent solutions advantageous to both sides
  - expand the "pie" before dividing it
  - search for areas of mutual gain
  - identify shared interests
  - invent ways to make the opposing parties' decision easy
4. insist that results be based on some objective standard
  - objective criteria need to be independent of each side's will
  - need fair standards and fair procedures i.e "one cuts, the other chooses"
  - before considering terms, agree on the standards and procedures

Additionally, it would be helpful to decide at the outset any issues around membership of the group, who has speaking rights, and when, and how we collectively address any departures from our agreed operating principles.