

Uneasy Alliances:

The elusive search for common ground between diverse employee communities

– 8 Fundamental Principles

1. Identify the stakes and the stakeholders in the discovery; remind yourself that you are intrinsically no better than anyone else!
2. Get comfortable with being uncomfortable
3. Start with an end in mind, one that both sides can agree to; what do you want to accomplish? What does “success” look like?
4. Start with a focus on commonalities... *Not differences!* Treat everyone involved in the discovery as an individual, regardless of what side of the issue on which they currently reside.
5. Assume good intentions... *on both sides!* Learn about the others’ perspective.
6. Establish ground rules for the exploration, including an agreement to disagree... *Respectfully!* Name the behaviors that could sabotage the process.
7. Identify what’s non-negotiable – policies for example – and put them aside; then pin point what you’re interested in knowing about the other position.
8. Practice the “Golden Rule” – *treat others the way **you** want to be treated...* and augment it with the “Platinum Rule” - *treat others the way **they** want to be treated.*



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