

CBCF FRAMEWORK™ TEAM CHARTER

Erie Shores FHT: Team Retreat
Friday, June 5, 2026

CBCF Framework

Refer to the Padlet conversation from the Team Synergy meeting:

<https://padlet.com/humanscaffold/erie-shores-fht-cbcf-framework-tjvvmgzuvyxw4z4f>

<p style="text-align: center;">COLLABORATION How we show up together.</p> <ol style="list-style-type: none">1. We seek input from every role before making decisions.2. We value front-line perspectives alongside clinical expertise.3. We work across departments toward shared patient outcomes.4. We address toxic behaviours that limit participation.5. We celebrate team successes, not just individual achievements.	<p style="text-align: center;">BOUNDARIES What we respect each other.</p> <ol style="list-style-type: none">1. We respect work hours and avoid after-hours expectations.2. We communicate availability and escalation needs clearly.3. We respect personal privacy and workplace focus time.4. We separate friendships from workplace decisions and opportunities.5. We consider how our actions reflect on Erie Shores.
<p style="text-align: center;">COMMUNICATION How we stay connected.</p> <ol style="list-style-type: none">1. We speak directly to people, not about them.2. We listen to understand and confirm what we heard.3. We repeat back critical information to reduce errors.4. We address concerns before frustration becomes resentment.5. We circle back to ensure changes are working.	<p style="text-align: center;">FEEDBACK How we help each other grow.</p> <ol style="list-style-type: none">1. We ask for feedback, not just wait to receive it.2. We use feedback to learn, improve, and grow.3. We recognize strengths as often as improvements.4. We create safe opportunities for honest conversations.5. We receive constructive feedback without taking it personally.