

## 12 Essentials for High Performance Chapters

1. **Purpose**  
A clear, challenging, inspiring common purpose.
2. **Membership**  
Willing, skilled and trained members.
3. **Leadership**  
Leaders that build teams and guide results.
4. **Structure**  
A flexible structure of roles and procedures.
5. **Plans**  
Long-range master and short-range action plans.
6. **Participation**  
Active listening and fully informed members.
7. **Communication**  
Active listening and fully informed members.
8. **Trust**  
Mutual trust, support and collaboration.
9. **Consensus**  
Making critical decisions with “buy-in”.
10. **Ownership**  
Shared responsibility for program implementation.
11. **Synergy**  
Total team synergy stronger than its parts.
12. **Recognition**  
Appropriate rewards, frequent recognition.