

To maintain a strong, inclusive, and mission-aligned community, **ElevatePro Network** operates under clear internal governance practices and community guidelines. These frameworks help us ensure transparency, accountability, and collective ownership.



Governance Model

1. Core Leadership Team

The Core Leadership Team (CLT) steers ElevatePro's strategy, impact, and partnerships.

- **Roles:**

- Executive Lead
- Programs & Partnerships Director
- Community Engagement Lead
- Operations & Admin Coordinator
- Communications & Storytelling Manager

- **Responsibilities:**

- Strategic alignment
- Monthly progress reviews
- Conflict resolution
- Budget and funding oversight
- Reporting & transparency

Elected annually by active volunteers. Term limit: 2 years.

2. Advisory Board

Composed of senior professionals, thought leaders, and past CLT members. Advisory Board members serve to:

- Guide long-term strategy
 - Provide mentorship and ecosystem connections
 - Ensure continuity and legacy preservation
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3. Working Groups & Chapters

Working groups form around focus areas (e.g., Tech Careers, Policy Advocacy, Mental Health in the Workplace) and operate semi-autonomously under the supervision of the CLT.

Regional chapters (e.g., ElevatePro Ireland, ElevatePro North Africa) are empowered to tailor initiatives locally.



Community Guidelines



Our Golden Rules

To cultivate a safe, supportive, and high-integrity space:

1. **Respect Above All:** Every voice matters. Disrespect, harassment, or discriminatory language will not be tolerated.
2. **Give More Than You Take:** We are a community built on generosity and trust. Share knowledge, uplift others, and create value.
3. **Stay Purposeful:** No spam, self-promotion without context, or irrelevant content.
4. **Show Up:** Reliability is a core value. Honor commitments—especially if you're volunteering, mentoring, or speaking.
5. **Protect Confidentiality:** Respect NDAs, private discussions, and personal stories shared in trust.
6. **Own Your Impact:** Feedback is welcomed. Mistakes are opportunities. Accountability is key.



Code of Conduct & Disciplinary Actions

Violations of community guidelines are taken seriously. We use a tiered system:

1. **Warning & Dialogue:** First-time or minor violations
2. **Temporary Suspension:** If issues persist or involve disruption
3. **Permanent Ban:** For violations involving hate speech, discrimination, exploitation, or repeated misconduct

An anonymous form is available for reporting concerns.



Volunteer & Member Conduct

All volunteers and contributing members are expected to:

- Attend training or onboarding
- Represent ElevatePro with professionalism
- Communicate availability and bandwidth honestly
- Act with integrity and in alignment with community values



Decision-Making Framework

- **Consensus-Oriented:** We seek collaborative decisions, not just majority rule.
- **Transparent Docs:** Meeting notes and proposals are shared internally.
- **Voting Tools:** Major changes or elections are conducted via online votes.
- **Annual Assembly:** An open community-wide meeting for review, planning, and input.



Feedback & Iteration Culture

ElevatePro is a learning organization. We:

- Send feedback forms after events, mentoring, and campaigns
- Maintain a quarterly open forum for community voice
- Use member feedback in strategic planning cycles

- Encourage bottom-up proposals for new ideas
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Conflict Resolution Process

1. **Self-Mediation:** Whenever possible, start with respectful dialogue.
2. **CLT Mediation:** If unresolved, CLT facilitates a safe, structured mediation.
3. **Advisory Escalation:** Only invoked if prior steps fail.

All steps are documented, and parties are treated with fairness and confidentiality.

Review & Updates

This governance document is reviewed biannually by the CLT and Advisory Board, with feedback incorporated from members. Any structural changes must be approved by a 2/3 community vote.

Closing Note

We are more than a network—we are a **movement of professionals** empowering each other and redefining impact. Governance and guidelines aren't about rules, but about **preserving trust, clarity, and belonging** in our shared journey.
