We, the undersigned members of study group G3, agree to the following charter and make a commitment to adhere to the rules, responsibilities, and values stated below.

SECTION I
GOALS AND VALUES

After discussing our individual goals and objectives, the members of G3 derived the following set of group goals and performance objectives.

- We will take on leadership positions that will focus our learning to challenge and reward us. We will use our combined group strengths to improve our individual weaknesses. We will volunteer for project leadership positions in areas that may be individually challenging in order to grow professionally.

- We will achieve high passes on all team assignments through efficient use of time and by leveraging our individual strengths and weaknesses.

- We are committing to accomplishing all assigned tasks while recognizing the need for balance between academic, career, and personal pursuits.

- We will achieve high levels of productivity when working on team projects. We will work efficiently and proactively to maximize our valuable time.

- We will learn about our teammate’s backgrounds, developing friendships and contacts that will grow beyond the boundaries of Kenan-Flagler.

Each team member of G3 addressed his/her individual values. Through discussion and compromise, we consolidated these individual values into a set of group values. As we sign this charter, we will hold dear the following values:
• **Integrity**—We believe in order to have sincere and candid interaction, we must trust one another. We will be honest and will hold ourselves to the utmost integrity.

• **Diversity**—We believe we are stronger as a whole due to our diverse backgrounds. We will use our diversity for the benefit of our team, learning from our unique backgrounds and experiences.

• **Strong Communication**—We believe in order to achieve our goal of productivity, we must communicate effectively and openly.

• **Respect**—As part of a group, we will respect the backgrounds and opinions of the members of our group. We will not tolerate a lack of respect for one another in any regard.

• **Accountability**—We will hold one-another accountable for attendance and work assignments. In so doing, we agree to help one-another when work-loads get tough. As individual members, we will contribute equally.

**SECTION II**

**OBSTACLES**

Any action not in line with our core values and goals is a potential obstacle to our overall success. While misunderstandings and conflict will occur, conflict resulting from a blatant breach of our values will be viewed as a serious obstacle.

The following factors will be potential obstacles to our group’s development and task management:

• **Time Constraints**—Time management is critical to all members of the group. As we begin to devote more time to our individual career searches, team issues may arise.

• **Communication Issues**—While we value the international diversity of our study group, we recognize that language barriers will serve as obstacles.

• **Academic Challenges**—We embrace the challenges of the MBA program, but we recognize certain course material will be more difficult to some members of our group than others.

• **Negative Stress**—As other obstacles are encountered, individuals within our group may deal with stress in a negative way, which, in turn can serve as a further barrier to success.

• **Personal Issues**—Personal issues can sometimes spill over into the academic and professional arenas. Managed improperly, these issues may become obstacles to the group.

• **Personality Clashes**—We understand as individuals we may not fully agree with our teammates’ opinions. In the event such a disagreement causes frustration and inefficiency, we will strive toward compromise to prevent group difficulty.
SECTION III
GROUND RULES

Management of Meetings

Team G3 will meet at 1:30pm on Mondays on campus (location TBD). Each team member will be responsible for attending this meeting as attendance is mandatory unless previously excused. The Monday meeting will cover team projects, assignments for each course, individual problems encountered, career preparation announcements, and other topics deemed important by the "Team Leader" assigned for that week. The Team Leader will also be responsible for creating an agenda for the Monday meeting.

Our weekly meeting will be chaired by a leader from our study team. Team Leader assignments for each semester will be rotated weekly. This meeting will be our weekly update and may be repeated later in the week as deemed necessary by either the Team Leader or by consensus of the team. If necessary, subsequent meetings later in the week will focus on specific homework assignments or graded projects. Study sessions for homework assignments are optional and are for the benefit of those in the group who desire mastery of specific material.

Group projects will be attempted individually prior to working on the assignment as a team. We believe this technique will allow us to recognize our individual strengths and weaknesses and enable our team to leverage our strengths. In doing so, we will make our meetings more efficient.

SECTION IV
COMMUNICATIONS

Our communication plan is prioritized as follows:

- Weekly meetings at 1:30pm on Mondays are our primary means of communication.
- Since each member of G3 has the same course schedule, personal communication in class is the secondary means of communication.
- Email will be used to follow up on assignments, and to pass vital information in the form of spreadsheets and word documents.
- Team members will phone one-another as needed.
SECTION V
WHO ARE WE

ELA
Strengths: Detail oriented, Flexible
Values: Integrity, Respect, Commitment, Hard-Work
Personal Goals: Improve creativity, improve team-leading, expand multicultural communication

"I am pursuing my MBA to do a career change. After undergrad I entertained the idea that I would, at some point, go back to school, but then thought I fell into the career path I wanted and decided I wouldn’t. Eventually our group was acquired, then spun off, which left me further away from where I had initially wanted to go. Plus I had decided there were other, more interesting, paths I was interested in. I’d like to go into real estate investment management afterwards."

“In terms of the group I hope that we can help each other through the pressure we’ll face in the program, particularly Mods I and II, by each making equal contributions and helping us efficiently achieve our goals. In doing so I think we could develop friendships while seeing us each as peers.”

NANCY
Strengths: Self-awareness, diligence, global leadership
Values: Family/Friends/Community, Bravely facing challenges
Personal Goals: To become a leader in the Real Estate Industry.

“As an international student, I expect that the other team members have patience to wait for me to adapt to the new environment. This will help me to understand the culture differences and to overcome the language obstacle. I hope we all will become good friends.”

SUE
Strengths: Creative, Detail Oriented, Team Oriented
Values: Integrity, Respect, Excellence, Commitment
Personal Goals: Improve Quantitative and Analytical Skills, Learn/Practice Leading and Communication Techniques

“I am pursuing my MBA to gain knowledge and experience in team building and leadership. I plan to use my creativity along with my management and retail experience to make a successful career switch into Marketing/Advertising. In addition, I hope to expand my network of business contacts, continually challenge myself and others, and make life-long friends. I hope to come away from this experience: 1) with my MBA, 2) with useful business skills and techniques, and 3) as a stronger, better person."
“I expect my teammates to work together to achieve all team goals here set forth. Further, I expect my teammates to help each other in our common pursuit of personal goals. I expect complete respect, integrity, and solid teamwork throughout our experience together. I expect each individual teammate to offer their best work while having fun and learning as much as possible.”

RIVERA
Strengths: Active Asian Network, Passion, Perseverance
Values: Brotherhood, Balance, Responsibility
Personal Goals: Entrepreneurship, International Experience, Networking

“I expect to establish strong relationships not just for academics and business but for life and wish to achieve all my personal goals within my 2-year MBA experience as well. Therefore, I hope both me and my team can mutually help each other to accomplish our common and individual goals.”

WILL
Strengths: Strong Leader, Task oriented, Hard working
Values: Integrity, Selflessness, Commitment
Personal Goals: Develop MBA tool kit, Develop knowledge of Private Equity/Investment Banking Industry

“I expect my team members to contribute equally and with 100% effort. I expect them to take our team commitments seriously while not creating negative stress. Above all else, I expect my team members to respect our team and work efficiently.”

We, the undersigned, agree to the preceding charter.