

LEADERSHIP

Samples Values and Expecttions

NOTE: This document is an example of values and expectations a leader could share with their team. The information should be shared as part of a “join-up” with a new team so the team will know more about you as their leader. The information is an example. You should develop your own information that reflects you.

GUIDING PRINCIPLES

1. Whatever we choose to do, do it with excellence.
2. Never compromise your safety or other's safety.
3. Have high standards that we live and operate by daily.
4. Make decisions as if we own the business.
5. The customer is important.
6. Live by the Golden Rule – do to others as you would have others do to you.

VALUES

Honesty/Integrity

People

Excellence/Winning

Job Satisfaction

EXPECTATIONS

Deliver results. Have a sense of urgency.

Share bad information with me. Let's work together to overcome obstacles.

Overcome circumstances to achieve our goals.

Be data based.

Be a good listener.

Participate in the work of the Team and encourage others to participate.

Be a team player. Work for the good of the Team and the Business.

Develop people.

Be on time and prepared.

Be open and honest.

Put systems in place to sustain success for the long term.

Trust each other to do things right.

Communicate with each other and across all key interfaces.

Confront improper behavior and poor performance.

Build humor and fun into the workplace.

Live consistently with integrity.

Speak positively about our Business. Be an advocate for the Business.

Make our operation THE BENCHMARK.