

FISCAL RESPONSIBILITY



- FINANCIAL PROJECTIONS
- CREATING ACCURATE AND REALISTIC BUDGETS
- USING BUDGET TO MAXIMIZE GROWTH
- ARE WE USING RESOURCES EFFICIENTLY?
- CHALLENGES INDIVIDUALS ON WAYS TO REDUCE COST

ACCOUNTABILITY



- SUCCESS & FAILURES - DEBRIEF
- AUTHENTIC BEHAVIOR
- COMMUNICATE AT SITUATIONS PRESENTING BOTH POSITIVE & NEGATIVE INFORMATION
- DELIVER UNEDITED TRUTH IN APPROPRIATE MANNER TO CUSTOMERS, INVESTORS, CO-WORKERS, DIRECT REPORTS AND SUPERIORS
- MAKING DECISIONS ALIGNED WITH VALUES

STRATEGY



- CONSISTENTLY THINKING ABOUT COMPANY, COMPETITORS, MARKETPLACE, PRODUCT AND PARTNERS. UTILIZING THIS INFORMATION TO DEVELOP WINNING STRATEGIES
- USING BUDGET TO MAXIMIZE GROWTH
- CREATE RIGHT STRUCTURE
 - EFFECTIVE** - DO THE RIGHT THING
 - EFFICIENT** - DO THE THINGS RIGHT

TEAMWORK



- BUILD TRUST
- IDENTIFY THE ROLE OF EACH PLAYER - *KNOW THE KEY TO SUCCESS FOR EACH*
- MAP OUT MISSION, MEETINGS AND AGENDAS
- DEFINE MEASURABLE MILESTONES
- ARE YOU ADDING VALUE TO THE TEAM?
- ARE YOU RESOLVING CONFLICTS?

INFLUENCE



- FIND WIN-WIN
- UNDERSTAND HOW AND WHY OTHER PEOPLE ARE SEEING THINGS
- COMMIT TO MAKING THOSE ON TEAM MORE SUCCESSFUL
- EFFECTIVELY HAVE IDEAS AND PLANS PRESENTED

EMPOWER

- RESPONSIBILITY IS DELEGATED | RESPONSIBILITY IS ACCEPTED
- CLEARLY COMMUNICATE OBJECTIVES, SHARE INFORMATION AND PROACTIVELY PROVIDE GUIDANCE
- STRIKING THE RIGHT BALANCE OF ENCOURAGEMENT AND PRESSURE

RESULTS



- FOCUS ON RESULTS NOT BEST EFFORT
- RESPONSIBLE FOR GROWTH
- CREATE A SENSE OF URGENCY
- MAKE TIME FOR CELEBRATIONS

KEEP IT SIMPLE

- WHERE ARE WE GOING?
- HOW ARE WE GOING TO GET THERE?
- HOW DO I CONTRIBUTE?
- WHAT'S IN IT FOR ME?