



## What Is Our Management Style?



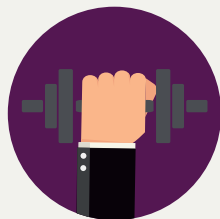
### IDEAS COMPETE ON MERIT

Ideas gain strength based on their merits rather than on the power of their sponsor



### CONTRIBUTION IS VALUED MORE THAN CREDENTIALS

Experience, Title and Academic degrees do not matter as much as you can contribute.



### HIERARCHIES FOLLOW ABILITY

Individuals who command more respect and attention have more influence. Not because they have been appointed by the Director.



### LEADERS SERVE NOT RULE

Credible positions, demonstrated capability and selfless behavior are the levers our leaders use for getting things done through their team members.



### TASKS ARE EMBRACED NOT ASSIGNED

Team Members choose to work on tasks with passion because they realize why they are important.



### RESOURCES GET USED NOT ABUSED

Each team is empowered with all the information they need to decide how to spend their Time, Attention, Money and Resources. They are also guided by their ethical system to use every resource as judiciously as possible



### I GROW WHEN WE GROW

Every team understands that they gain when the organization gains. Sharing your experience, relationships and expertise is not only the right way to work, but also the profitable way to work.



### MEMBERS ARE CITIZENS

They have a voice and a vote and participation is not only tolerated, but encouraged and expected.



### INTRINSIC REWARDS ARE THE MOST VALUED

Human beings will work enthusiastically when they see that they're part of something larger than themselves and which they really care about.