Principles

Embrace

Psychological Safety

Confidence

Our teams instill confidence into each member.

Contribution

Everyone's individual contributions are sought after and valued.

Identity

Everyone is comfortable being themselves.

Harmonony

Jobs and lifestyles are kept in balance.

Safety

We will not embarrass, reject or punish someone for speaking up.

Mutual Respect

Diversity

We recognize everyone's diversity and approach.

Individual

We include in everyone's individual viewpoints.

Together

Together we make work happen.

Trust

Interpersonal

Our teams thrive on interpersonal trust.

Commitment

We do not say it unless we mean it. We say we will do .

Partner

We are a trustworthy partner to everyone.

Innovate

We Appreciate "Where Good Ideas Come From*"

Connection

Chance favors the connected mind with serendipitous discoveries.

Ecosystem

Allows ideas to be diffused and be reconnected in novel ways.

Adjacent

Possibilities emerge and become close waiting to be connected.

Hunches

Ideas evolve over time as slow hunches rather than sudden breakthroughs.

Extend

Technologies engineered for one purpose are extended to other purposes.

Convergen

Ideas converge in a shared physical or intellectual space.

Learning

Leverage change to adopt new strategies.

Space

We create the space and entitle everyone for "Good Ideas" to emerge.

Improvement

Refinement

Improvement takes place at multiple levels.

Continuous

Everyone is involved in continuously improvment.

Excellence

We strive for excellence in everything we do.

Transparency

Share

We document and share information freely with everyone. Transparent: We are transparent with everything and everyone.

Agenda

We have no hidden agendas.

Encourage

Vision

Why

We communicate our positive "Why" message to our community.

Govern

We govern by our vision and passion.

Community

Benefit

We benefit everyone with a minimum of Risk.

Priority

We recognize our teams and customers are the reason for our existence.

Connect

Strive

We strive to discover and connect to out community.

Genuine

Our connections are genuine.

Assume

Track

We list, track and challenge all our assumptions.

Errors

Our mistakes help us abandon our old assumptions.