



- We do the right thing; we have integrity and are ethical
- We openly challenge, but value other's views; we are open-minded
- We give the gift of feedback to others; we appreciate and value the feedback we receive
- Silence is agreement; we voice our opinion during the meeting, not after
- Disagreement is OK; disapproval is not
- No triangulation
- We are in the moment and participate fully; we avoid side conversations
- Our meetings start on time and end on time
- We have transparency; we avoid hidden agendas
- We support each other; we are understanding and respectful
- We hold ourselves and others accountable
- We debrief on mistakes
- Our company is the #1 team; we avoid territoriality
- We have fun while maintaining the right sense of urgency; we have a work/life balance
- Every member has the right and obligation to call out "non-norm" and "norm" behavior

**Vision Statement:** STG is a culture-driven organization that drives growth by supporting and empowering its employees. We provide the best to our clients and redefine the standard of a consulting partnership.