

# LEADERSHIP CREDO

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## MY ROLE AS A LEADER

My primary role is to help people succeed professionally & grow personally, while challenging them to do their best as they carry out the organization's goals and mission.

This can only happen if I commit to:

**Clearly communicate** our objectives and progress.

**Focus on the 20%** that produces the 80% result.

**Identify the root causes** of those things that help or hinder us in achieving our objectives.

Foster the **creative power of our people** to find solutions.

**Remove obstacles** that can keep us from succeeding.

Make sure **rewards & recognition are aligned** with our values and our desired results.

***As a manager, my role is to make sure that people with the right values and work ethic are recruited and retained by the organization, and that they are trained and given the resources to be successful.***

## KEY VALUES OF MY LEADERSHIP STYLE

- ◆ Servant Leadership
- ◆ Honesty & integrity
- ◆ Respect for the individual
- ◆ Willingness to "share the credit"
- ◆ Commitment to long-term organizational development (e.g., staff rotation)
- ◆ Loyalty to our company and to decisions that we reach as a team

## VITAL LEADERSHIP BEHAVIORS

- ◆ Understanding each individual's needs and goals
- ◆ Communicating the vision with clarity
- ◆ Being accessible
- ◆ Spending time truly listening to people
- ◆ Acting on peoples' ideas
- ◆ Moving conflict out into the open where it can be dealt with
- ◆ Giving honest, frequent feedback on performance
- ◆ Recognizing and rewarding positive behaviors
- ◆ Modeling teamwork behaviors