COMMAND PHILOSOPHY

Foster a safe work environment, form an inclusive charge, empower the experts, have each other's backs and let's have a little fun along the way

Foster a safe work environment -

<u>Safe</u> cultural, physical, and occupational work environments are the top priority. When professionals feel safe, the ability for an organization to be <u>resilient</u> and the potential for mission <u>success</u> are the highest.

Form an inclusive charge -

Be <u>curious</u> and learn what <u>inclusivity</u> means in your organization. Employ <u>transparent</u> processes, create <u>diverse</u> teams to tackle challenges and CHARGE FORWARD!

Empower the experts -

<u>Trust</u> the experts on the team to pursue objectives and achieve results. Provide space to be <u>creative</u>, to fail and to <u>collaborate</u> across offices to lead or support as necessary. Set clear expectations, help unravel the impediments, and promote their achievements.

Have each other's backs -

Let's build a <u>community</u> where we understand the common purpose we share, look out for one another and commit <u>selfless</u> acts to accomplish our objectives. We will agree and we will disagree, but always with <u>respect</u> and while having each other's backs.

Have a little fun along the way -

We spend way too much time working to not enjoy the professional journey. Let's be serious, let's be professional, but let's also have a little <u>fun</u> along the way.