

A NOTE FROM



# CHIEF CARPENTER

LISTEN | LEARN | LEAD

## MY PERSONAL LEADERSHIP PHILOSOPHY

is based on the core value of integrity and the “Platinum Rule.”

I believe that when I do the right things for the right reasons, and treat others even better than what I wish to be treated, it will establish trust, commitment, and connection with those around me. I believe sharing my personal leadership philosophy will help our members develop an understanding of what I expect from them -- and create a framework from which you can hold me accountable.

Above all, I believe following these principles will allow me to positively impact the lives of those around me. My leadership philosophy is a living document which continues to develop as I learn and grow. I will be sure to revisit this philosophy often and update the members of our department when changes are made.

## PERSONAL STANDARDS

I will earn credibility by putting my utmost attention and efforts towards the positive growth of the department while keeping my families well-being and health the highest priority.

I will approach my days with an optimistic outlook and positive attitude. Those around me have approval to remind me when there is not a smile on my face. We have the best job in the world, and I want to enjoy it and have that represented in both my verbal and non-verbal communication.

Set achievable and measurable goals for myself and team members.

Express gratitude and acknowledge efforts that contribute to the progress of our department.

Lead by example by making sure my actions are aligned with the departments Mission Statement and Core Values.

Find ways to create opportunity and a positive working environment.

# “ I APPLAUD ”

## HONESTY

Establishing trust is key to any organization's success. Own mistakes, be accountable for one's actions, provide difficult feedback, and speak the truth at all times.

## COMMITMENT/ CREDIBILITY

Earn trust by exhibiting strong work ethics, honorably and diligently completing tasks/objectives we have committed to accomplishing; never misusing authority or position for personal gain or dishonest effort.

## COMMUNICATION

Possessing excellent verbal and written communication skills will help avoid errors and mistakes. It also reduces the chance of misunderstanding, which can threaten an organization's full potential.

## MEMBER EXPECTATIONS

- Be adaptable; possess an all-in attitude in the face of challenges and difficult times.
- Ask yourself, “Is it True – Is it Kind – Is it Necessary?” This is the measuring tool I expect to be used when having discussions about the department or any of its members.
- Immediately address any unsafe working conditions or safety violations.
- Complete tasks in a timely manner while working collectively to meet expectations and achieve desired goals beneficial for the department and the community.
- Be honest in all your dealings – even during difficult conversations, speak the truth and give respect to each and every member of the team.
- Resolve conflicts immediately with the utmost professionalism. Stephen Covey suggests a habit of “seeking first to understand, then to be understood.”
- Consistently provide feedback, ask questions and come up with solutions if necessary.
- Brainstorm ideas and take initiative.