

# Integrated Leadership Systems – Statement of Values

## **Authentic Leadership:**

The hallmark of our organization is authentic leadership. This means several things:

- We act with integrity.
- We will not cut corners on ethics to succeed.
- We manage our character, not our reputation.
- We remain committed to authentic growth of our organization and ourselves. Because of this we do not shy away from benevolent confrontation.
- We are real with each other. Thus, we must be willing to process our issues with other members of the team in the interest of continual self-improvement and improvement of the team.
- We utilize research based practices.

## **Love:**

We believe that the most powerful force for change in the world is love. We also believe that the love we share for each other and our clients will be our most lasting legacy on earth. We believe that it takes tremendous courage to share this love with each other and our clients. This willingness to have the courage to love is our greatest competitive advantage.

## **Excellence:**

We believe that true happiness comes in striving for excellence. We will constantly push ourselves and each other to be the best that we can be. Consequently, we embrace the discomfort that results in growth.

## **Dream:**

We believe that all human beings and organizations have a drive toward actualization. Our commitment is to help them understand and operationalize their dreams in order to lead more fulfilling lives. To do this we must be willing to create and fulfill our own dreams.

## **Learn:**

We are a learning organization. We believe that the only way to thrive is to continue to evolve. This means that the mistakes that accompany reasonable risk-taking will be accepted as part of our evolutionary process, and we learn from our mistakes.

## **Balance:**

We believe that a great life consists of a balance between our clients, our families, our communities, and ourselves. We also believe that to be effective as individuals we must each be healthy and balanced in mind, body and soul. Therefore, all who work here are committed to being physically, mentally, and spiritually fit and continue to strive to improve in these areas.

## **Teamwork:**

We do not compete with each other. We value selfless support of team members. We realize that we can be of most service to our clients if we trust, respect, and care about each other. Each of us will strive to behave in a fashion that engenders the trust and respect of our teammates.

## **Community Minded:**

We see community involvement as part of our mission. We want to help, as a company and as individuals, those in our world community who are in need. This means we donate a portion of our time and profits to our community every year.