

<p style="text-align: center;"><b>Creating Value</b></p> <p><b>Creating value</b> is why we exist. Leaders who create value constantly examine the needs of our organization and the people we serve. They are enterprising, persistent, and willing to be bold. They know that risk is often more important than routine. In all undertakings, they insist on relevance.</p>	<p style="text-align: center;"><b>Making Meaning</b></p> <p><b>Making meaning</b> is how we connect to what matters. Leaders who make meaning understand that “why” is important. They engage in the vision, share the big picture, and find ways to make the vision meaningful for others. They are committed and inspiring. They connect everyday actions to broader ideals.</p>	<p style="text-align: center;"><b>Cultivating Talent</b></p> <p><b>Cultivating talent</b> is how we succeed. Leaders who cultivate talent are passionately focused on the growth of others. They support, develop, and expect each person’s best. They place the right people in the right roles and address that which is not working. They recruit for the future, for the emerging needs of their program, and for the organization.</p>
<p style="text-align: center;"><b>Applying Learning</b></p> <p><b>Applying learning</b> is how we get better. Leaders who apply learning are attentive and curious. They learn from experience, share that learning, and bring others with diverse experience on board. They read the terrain, see the oncoming challenge, and remove obstacles. They seek learning from many sources in service of a quicker, better decision.</p>	 <p><b>Leadership Actions</b></p>	<p style="text-align: center;"><b>Acting Together</b></p> <p><b>Acting together</b> is how we meet challenges. Leaders who act together suspend self-interest, invite others’ ideas, and balance process with the need to move forward. They cultivate relationships and build trust. They recognize the inventiveness in collaboration and choose optimum results over self-protection and isolation.</p>
<p style="text-align: center;"><b>Executing Accountably</b></p> <p><b>Executing accountably</b> is how we see things through. Leaders who execute accountably build from idea to concrete action to desired outcome. They equip others with clear expectations and specific accountability. They see obstacles as a challenge, rather than a roadblock. They set goals, commit, follow through, and persevere.</p>	<p style="text-align: center;"><b>Continuously Reinventing</b></p> <p><b>Continuously reinventing</b> is how we lead a revolution. Leaders who continuously reinvent are actively looking for a better way. They are not content with “good enough.” They do not resist change. They engage in renewal, creativity, and innovation, supporting that work within the program and throughout the organization.</p>	<p style="text-align: center;"><b>Leading Myself</b></p> <p><b>Leading myself</b> is where I begin. Leaders who do this take responsibility for how they show up as leaders. They are open to feedback, mindful of personal strength and weakness, and willing to change. They are seekers who choose to build self-awareness, shrink blind spots, and strive for authenticity.</p>