

- **In the Division of Operations, as INDIVIDUALS, we will...**
  - Treat others with respect.
  - Commit ourselves to integrity and trustworthiness.
  - Live up to our commitments. We will be accountable to ourselves and our team.
  - Be willing to listen and consider others' input in decision making.
  - Consider how our actions & decisions affect others in the University.
  - Continuously learn from all that we do. We will use past experiences – including mistakes – as learning opportunities.
- **In the Division of Operations, as a TEAM, we will...**
  - Invest in staff development and training. We will provide opportunities to learn. We will empower employees in their areas of responsibility and encourage them to evolve their responsibilities.
  - Create transparency in decision making. We will involve people throughout the organization in planning and decision making – and establish the “why” of key decisions.
  - Make decisions that are based in fact and align with GW's goals.
  - Communicate and proactively share information. We will make sure that those who need to know, do know.
  - Collaborate throughout our Division - and across the University.
  - Share our knowledge and resources (including people). We will not be territorial. We will help team members who need assistance.
  - Commit ourselves to success. We will support our colleagues and we will succeed as a team.