

HESS WAY OF WORKING

THE STANDARD FOR EXPECTED BEHAVIOR



PEOPLE	Build Trusted Relationships	Visits where the work actually gets done (Go To Gemba)
	Develop Talent	Dedicate time to teaching people
	Create Effective Teams	Involve everyone in simple problem solving
DIRECTION	Think Strategically	Turns strategy into actionable plans
	Inspire Innovation	Reduce waste to create space for creative idea generation
	Demonstrate Courage	Make problems visible
RESULTS	Drive Continuous Improvement	Continually improve work
	Make Quality Decisions	Identify and prioritize what to work on
	Deliver High Performance	Set the expectation for results