



THE NEXT FIVE YEARS

I WILL

create a sense of urgency and drive for closure

- > I will constantly raise the bar
- > I will focus resources on the key priorities
- > I will deliver on commitments



understand the broader business to drive alignment around key objectives

- > I will understand the business value chain
- > I will use this understanding to make the right decisions for my business
- > I will align business unit and functional goals

DIRECTION

Direction is the link between company vision and what we actually do on a day-by-day basis.

take intelligent risks and encourage others to do the same

- > I will focus on solutions rather than obstacles
- > I will reward intelligent risk taking
- > I will consider risk versus reward when making decisions

RESULTS

We will be driven to achieve, and strive to exceed, agreed targets. And we will instill this delivery mindset in others.



challenge and be willing to be challenged

- > I will proactively seek and give honest feedback
- > I will challenge the status quo
- > I will encourage honest and robust debate

create a sense of urgency and drive for closure

- > I will deliver on commitments
- > I will focus resources on the key priorities
- > I will constantly raise the bar