

LEADERSHIP EXPECTATIONS

Why are you a leader? Why are you serving? What results do you achieve (positive or negative)? What impact are you making? Are you getting the desired outcomes from your team? What is the future state of MLCV?



- Own, promote and model MLCV's values and behaviors in everything we do and lead, always #oneteam.
- Serve and develop Associates by building relationships.



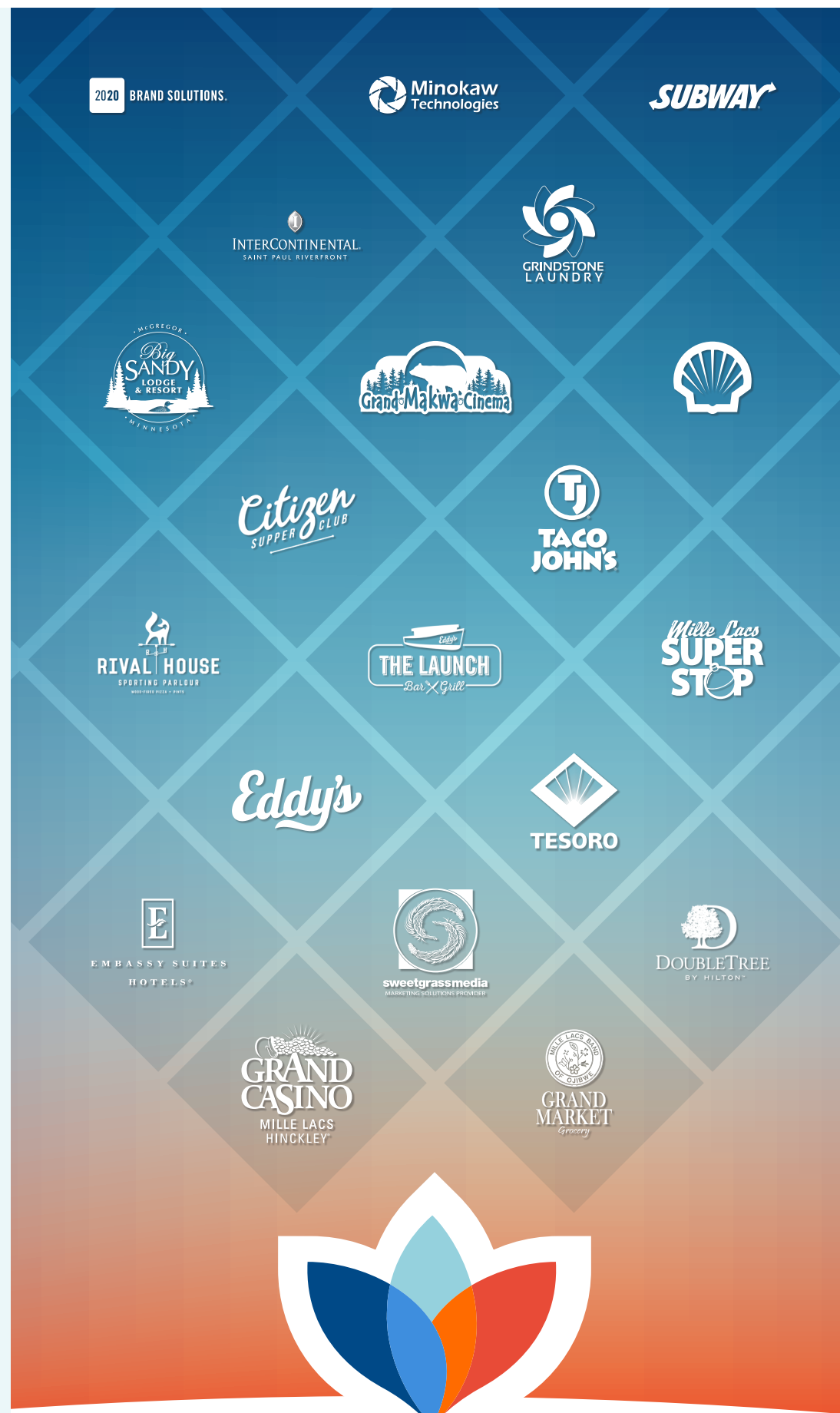
- Develop the organizational and people capabilities that will enable MLCV to continuously compete and grow.



- Impart a sense of purpose; set clear direction and boundaries; provide space for Associates and others to be at their best.
- Be intentional about creating a FUN workplace.
- Create a highly engaged workforce.



- Create lasting value for MLCV by identifying opportunities and ensuring we deliver on short and long term commitments.
- Practice our leadership focus — to S.E.R.V.E. (support, engage, re-invest, value, empower).



MILLE LACS
CORPORATE VENTURES



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VALUES AND BEHAVIORS

Guided by the traditional Ojibwe teachings, MLCV's core values are the driving force in our business. The values guide us as we move forward to achieve our mission. Our mission is to improve the quality of life of Mille Lacs Band members and the communities of east central Minnesota and beyond.

OUR JOURNEY starts with YOU

HONESTY

HUMILITY

TRUTH

WISDOM

LOVE

RESPECT

BRAVERY

OUR JOURNEY starts with YOU

HONESTY

GWEKWAADIZIWIN
BE SINCERE AND ACT WITH INTEGRITY.

- You are known for candor and directness.
- You are respectful when you disagree with others.
- You speak well of others, even if you don't agree.
- You are quick to admit mistakes.
- You question actions inconsistent with our values.

HUMILITY

DBAADENDIZIWIN
DON'T THINK LESS OF YOURSELF; THINK OF YOURSELF, LESS.

TRUTH

DEBWEWIN
BE REAL.

- You are genuine.
- You are true to yourself and others.
- You challenge normal expectations and suggest better approaches.

- You listen well, instead of reacting fast, so you can better understand.
- You are concise and clear in your speech and writing.
- You treat people with respect independent of their status or disagreement with you.
- You maintain calm poise in stressful situations.
- You apologize when you are wrong.

WISDOM

NBWAAKAWIN
EXPERIENCE. LEARN. SHARE. REPEAT.

- You make smart decisions (people, technical, business, and creative) despite doubt.
- You think strategically and can express what you are and aren't trying to do.
- You prioritize what must be done well now, and what can be improved later.

LOVE

ZAAGIDIWIN
BE A KIND HUMAN.

- You inspire others with your thirst for excellence.
- You care passionately about MLCV's success.
- You celebrate wins and find a way to have FUN.
- You treat others with love and kindness.

BRAVERY

AAKWADE'EWIN
THINK BIG. TAKE A CHANCE. HAVE FUN.

- You find practical solutions to hard problems.
- You create new ideas that prove useful to you and MLCV.
- You are adventurous, creative, and open-minded.
- You find ways to simplify and get better results.

- You seek what is best for MLCV, rather than best for yourself or your group.
- You make time to help others.
- You share information openly and proactively, even when it's going to be a challenge.

RESPECT

MNAADENDIMOWIN
EARN IT. SHOW IT.