

Chris Rheney  
Leadership Philosophy

My Leadership Philosophy is a brief glimpse into the TRUTH about how I strive to live, work and lead,- Trust, Responsibility, Understanding, Tenacity, and Happiness.

**Trust:** I believe trust is the foundation of our interactions and decisions. Personally, I place my trust in God to guide me in my decisions and to provide the power and purpose for my life. In the workplace, I strive to foster trust vertically and horizontally within the organization.

*\*Don't be afraid to take initiative.* Showing initiative helps to identify and solve problems and at the very least will get people to think about problems or solutions they might not have considered otherwise.

*\*Don't try to focus on everything yourself.* You have to trust your teammates to take care of their lane. Prioritize tasks or concerns and focus on 3-5 areas to excel.

*\*Do the job right the first time.* We have been entrusted to perform a job. Don't make others have to correct your work or waste their time redoing it. Develop mutual accountability for standards and performance.

**Responsibility:** I value personal responsibility,- admitting mistakes but then learning and moving forward, doing the right thing when nobody is watching, and stepping up to the task at hand.

*\*Don't sweat the small stuff.* Anxiety and worry are the enemies of productivity and creativity. Work hard at what you can affect and patiently wait for the situation to develop.

*\*Service is everyone's #1 responsibility.* No matter what job we do, we have to remember to treat customers with respect. Go out of your way to make your customers feel like they are your #1 priority.

**Understanding:** It is always my intent to thoroughly understand my organization, my mission, my people, and myself.

*\*Get to know and genuinely care about your subordinates and peers.* Take the time to understand the values of those you work with. Know what motivates and concerns them.

*\*Communicate face to face whenever possible.* In many ways, email has become a barrier to understanding. Take the time to look someone in the eye when trying to coordinate or discuss a sensitive issue. Long meetings can also decrease the value of communication.

**Tenacity:** Don't give up when you're given an unsatisfactory or incomplete answer. Try to answer all of the "Why's". Try to approach problems in new and innovative ways.

*\*Strive for excellence not perfection.* Don't be a perfectionist or expect the same from others. I support learning and improvement while working towards an excellent product.

*\*Continually look for ways to improve yourself, your organization, and your co-workers.* Help yourself and others achieve their full potential. Make sacrifices to make this happen. Invest in the lives of those around you.

**Happiness:** I believe balance between our physical, mental, and emotional well being is the key to happiness. I value my faith in God, my relationship with my family, and the service of my country, (in that priority) as the building blocks of my personal happiness.

*\*Enjoy what you do or consider a change.* The most effective people are those who have their priorities straight and find real purpose in their job.

*\*Recognize and reward innovation and hard work.* Leaders should motivate others through words and actions. They should help subordinates find their niche in the workplace.