

# Value-based leadership... It all starts with You

going the extra mile



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## The power of values

Values determine behavior and behavior determines performance



To be consistent in your leadership style, to make decisions that are aligned with our company culture and our strategic direction, you need guidelines. Our Dinex values should serve as your guidelines in your daily management.

## Value-based leadership (VBL)

It is important for us that our five values are honored through everything we do and that you as a manager, effectively engage, motivate and develop your team, resulting in effective execution of our strategy, innovation and performance.



Do what I say



Am honest



See reality as it is



Consider all effects of my actions



Believe that there is more than one given solution

## Where to start ?

Becoming a Value-based leader requires awareness, alignment and accountability.

**Awareness** - honest assessment of yourself and your team. What makes others want to follow you? How your leadership is rated by others?

**Alignment** - create unity between Dinex and your personal values, your actions and your words. Consider if what you say match up with your actions. What about your team? Do their actions reflect Dinex values?

**Accountability** - reinforce personal and Dinex values and address key issues continually in order to achieve the desired results. Set up an example - be a role model, demonstrate integrity, show compassion and acknowledge the contributions of others.

*Try and practice these three, write your observations and learnings down and remember to reflect on them. Ask yourself; were your actions in accordance with Dinex values? What decision would be most aligned with Dinex values? How can your employees use the values as guidelines?*

