

Leadership Philosophy for Kim Nelson

The purpose of this document is to share with you my personal leadership philosophy. It guides my thinking and my actions each day and explains what you can expect out of me as a teammate and leader and what I expect out of those on my team.

Safety – *“The day that changes your life forever starts off like any other day.” ~ Kina Repp* It is my intent that all of Cardinal family members go home in the same or better condition than they came in each day. I expect anyone to come to me with safety concerns and ideas on how to solve them. If we can’t keep people safe, none of the rest of what we do matters.

Family – We are a family here. We care about each other. We have each other’s backs. We will get to know each other so that we are comfortable sharing ideas and growing as a team and a Cardinal family. If conflict arises, we will work together quickly to resolve it and listen with an intent to understand all pieces of the puzzle. Also, I respect your life outside of Cardinal and will do what I can to make sure that you have a work-life balance by working to eliminate waste in our processes and increase efficiency.

Respect – I expect that everyone on my team respect all individuals. We all bring different things to the table - different backgrounds, different personalities, and different strengths. I believe one of the best ways you can respect an individual is allow them opportunities to capitalize on their strengths and will do my best to create these opportunities for you and others.

Servant Leadership – I believe that the role of a leader is to serve their team. We do this by making the lives of our team better by creating opportunities for them. When a team member comes to me with a problem, it is my responsibility to address it and work together with them to solve it. I will not ask my team to do something I have not done, or would not be willing to do, myself.

Passion – *“Working hard for something we don’t care about is called stress; working hard for something we care about is called passion.” ~ Simon Sinek.* Every day I choose to wake up with a positive attitude. Life is too short to not enjoy what you do. I love my job and work hard to create an environment where those that I work with can say the same thing.

Continuous Improvement – I believe that there is always a better way. We can always improve, whether it is the way we do things, or it is the opportunity to learn new things and improve our own self-leadership. I am a creative person who finds great joy in applying my creativity to improve our processes.

Hard work – You can expect me to work hard and work smart. I expect the same of those on my team. If you are unsure what direction to take next, please ask.

Excellence – My objective is to strive for excellence in all I do. The information you receive from me should be free of flaws so that sound decisions can be made from it. Excellence also means maintaining a world-class work place. When you see trash on the floor, pick it up. When you see someone cleaning up a mess, stop and help out. Always be looking for a way to take things to the next level.

Grit – What does grit mean to me? Hard work? Determination? To me, it was my grandma, who at the age of 19 emigrated from Germany in 1922. She raised eight kids with her husband through the Depression. She milked cows, she saved the wax paper out of cereal boxes to reuse them, and she did whatever was required to make things work. She had a profound impact on the first fourteen years of my life. She had grit.

Life-Long Learning – I was once told that the main difference between the “you of today” and the “you of a year from now”, is going to be the books you read and the people you meet. I have become an avid reader, podcast listener, Audible junkie, and student of those who have come before me. I encourage you to do the same and take advantage of the development opportunities ahead of you.

Learn from Mistakes – We will all make mistakes at some point in the game. The important part is learning from them so that they are not repeated. Mistakes should not be punished unless they are repeated or intentional. When you make a mistake, tell me and we will fix it.

Have Fun – *“If you love what you do, you’ll never work a day in your life.” ~ Dad* I try to create a fun atmosphere where we take care of each other like family. Mondays are awesome for me because I get to come to work and make a difference. I want to help create the same experience for you.

Sincerely,

Kim Nelson *Jan 10, 2020*