As leaders in the UTO, we embrace our organization's **positive core** and **mission**. We embody the leadership principles in our **actions**.

**Agile First**
We are agile in our mindset with an ongoing commitment to being nimble, willing to fail, and adaptive. We do this by:
- Learning quickly from + embracing failure
- Being open to feedback
- Interacting with customers
- Iterating + making incremental improvements
- Being willing to experiment
- Being inclusive
- Shattering the status quo

**Resourceful + Transformational**
We are transparent, thoughtful, and thrifty with fiscal resources and university investments in information and communication technology, emphasizing service simplification and transformational change. We do this by:
- Thinking globally, acting locally
- Always providing full costs + costs estimates
- Practicing intentional frugality
- Sharing resources
- Sunsetting low value services
- Finding opportunities to simplify

**Talent Alignment**
We are unwavering in our commitment to aligning expert technical talent with the stewardship of our evolving portfolio of products and services, providing opportunities for professional growth. We do this by:
- Building our technical prowess
- Keeping up with technology + societal trends to address skill "shortages"
- Embedding professional development
- Finding + leveraging emerging talent, regardless of existing role

**Trust in Our Teams**
We are trusting of our UTO teams and contributors who design opportunities that afford calculated risk-taking and shared responsibility. We do this by:
- Collaborating and forming consensus around acceptable risk
- Encouraging agency + autonomy
- Identifying new projects for people to shine
- Mentoring + guiding
- Being honest when ‘no’ or ‘not now’ is the right answer

**Authentic Partnerships**
We are zealous about authentic partnerships, throughout the ASU Community and beyond, that advance ASU’s charter and mission. We do this by:
- Catalyzing outreach efforts
- Being responsive and valuing people's time
- Sharing our knowledge transparently
- Breaking down silos
- Including customers/stakeholders in strategy + decision-making

**Curiosity + Creativity**
We are tenaciously dedicated to encouraging curiosity and creativity through the advancement of big ideas that empower our teams. Trust the spark. We do this by:
- Generating and actionizing the next big ideas
- Listening and being open
- Embracing an entrepreneurial mindset
- Scheduling time to expand our knowledge
- Demonstrating a willingness to change

**Culture of Collaboration**
We are celebratory of our intentional culture work that compounds our generative approach to multi-directional collaboration. We do this by:
- Building upon our Positive Core foundation, together
- Celebrating our accomplishments
- Nurturing cross-functional teams
- Taking shared ownership of UTO culture

**Abundance within Diversity**
We are committed to building, embracing and achieving the full potential of a diverse UTO community. We do this by:
- Listening to many voices and viewpoints from different backgrounds.
- Working with our existing talent to cultivate diversity.