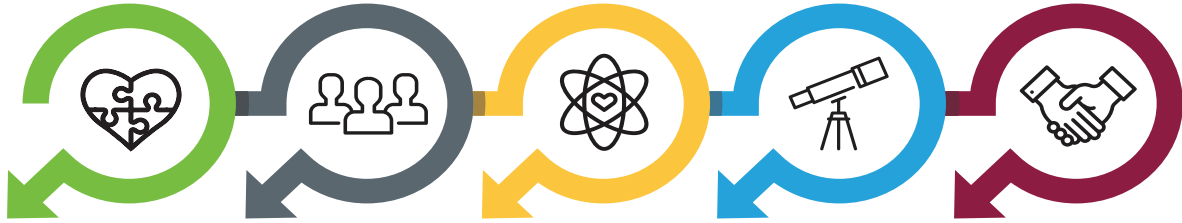


# ASU UTO

## Leadership Principles



Belonging

Relational

Authentic

Visionary

Empowered

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.