

WINNING BEHAVIORS

A Culture That Competes to Win

The Winning Behaviors are the foundation of our culture, guiding how we work together to achieve our Strategic Priorities. Think of them as a baseline of mindsets and actions that we strive for when hiring, developing talent, doing our jobs and assessing performance.

Simply put, they represent the best of us.



Client Focused

Inspires the trust and confidence of those we serve

Helps our clients become successful, putting their needs and interests first

Ensures client outcomes drive team and individual actions

Applies expertise, creativity and proactivity to help clients win



Courageous & Accountable

Adheres to the highest ethical standards and business practices, and supports a culture of compliance

Constructively challenges the status quo and raises ideas, even if they are controversial

Makes tough decisions, sometimes with limited information

Takes ownership for outcomes and acts in the best interests of the firm



Collaborative

Values diversity and inclusion, and proactively seeks input and ideas different from my own

Inspires people to think beyond their area of expertise and strive to make us better

Treats everyone with kindness and professional courtesy, addressing issues directly and respectfully

Values teamwork, mutual support and helping others be successful



Curious & Adaptable

Constantly learns about our business, the industry and the world – adapts quickly

Anticipates emerging trends and client needs, and acts proactively

Embodies change leadership

Continually evaluates and makes improvements in how we do business



Competitively Driven

Passionate about our industry and clients

Attracts and develops talented people – those with drive, integrity and sincerity

Understands that we win our way – with our values and as a team, executing smarter and faster than the competition

Seeks opportunities to create competitive capabilities through innovation