



## Values-Based Leadership

### Values Matter - Signs You Work For A Values Based Organization

Working for a values-based organization can be incredibly rewarding. I worked for one such organization during the course of the 20 years when I served in the United States Air Force, as a Pararescueman (PJ). We lived by the motto, “These things we do that others may live”, and the Air Force’s core values, Integrity first, Service before self, and Excellence in all we do. These were not simply words or phrases on a piece of paper - it was how every member of the organizations I belonged to operated. Looking back to my PJ days, and subsequently with organizations I’ve worked with through Leader Development Institute, I’ve come to the conclusion there are a number of traits value based leaders and organizations exhibit. Do you work for one?



**Clear Mission and Values Statements:** There was no doubt we lived by a code. We trusted each other whether it was paperwork or my parachute. Do you and everyone on your team not just know what the core values are, but can articulate them, hold yourself and each other to them? Do your core values serve as a compass for decision-making and actions throughout the organization.

**Employee Empowerment:** In value based organizations, you’re not just a cog in a machine but are valued as individuals with unique skills and perspectives. As a young airman I wasn’t just empowered, I was encouraged to contribute ideas and take ownership of my part in an operation. Are your views, opinions, advice valued? Are you allowed to make meaningful decisions for processes you own?



**Emphasis on Diversity and Inclusion:** The units I belonged to were implementing DEI way before it was a thing. You see, when your life is on the line, it really doesn’t matter a person’s race, religion, or ethnicity. What mattered was the respect you had for each other’s skills. You could trust your leadership and teammates to be there when you needed them. We were opinionated yet open-minded and when decisions were made we followed through. Values-based companies prioritize the diversity of thought that comes from different backgrounds, they actively seek out diverse perspectives and create an inclusive environment where everyone feels respected and valued. Inclusion, it’s not just a checkbox, but a fundamental principle.

**Ethical Business Practices:** Integrity is at the core of a values-based organization. Recently I was coaching a client who’s a frontline supervisor for a FinTech. He leads with integrity and transparency. If a decision is made

that he has a good argument to disagree he will, whereas his manager is the proverbial “yes man”. So what does he do? I loved his comment, “Disagree but commit”. Due to his integrity and transparency, the leadership knows he disagrees, his manager knows he disagrees, hell his team knows he disagrees, yet once the final decision is made, he and his whole team is on board and commits to the project fully.

**Focus on Employee Well-being:** A values-based company cares about more than just the bottom line; they care about the well-being of their employees. Tom Nault, the Managing Partner at Middlerock Partners shares they could not compete with the big tech companies with daycare, free lunches, or a climbing wall but what they could do is genuinely care about their coworkers. “I look for the best people I can possibly find for the role, we pay them well, and I’m grateful to have them work with me every day. We show interest in our people and where they were going with their lives.” But it doesn’t stop there. Tom got rid of the draconian employee handbook that was, as he says, “kind of insulting”, and instead placed a huge emphasis on the use of common sense, “so we didn’t have to make a lot of rules in the first place”. At the end of the day, they placed a lot of emphasis on personal responsibility.

**Service Before Self:** Although I take this directly from the Air Force’s core values, there are many organizations that share service as a core value. Those that lead with this value serve others. This might mean going the extra mile for a co-worker, a supervisor for their team, or to improve products, services, and accomplish the mission. In my experience, it is a fundamental cultural element of values-based organizations.

If you find these characteristics resonating with your workplace, chances are you're working for a values-based company that prioritizes more than just profit or self.

Be Extraordinary!

*Anthony Tormey*



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Would you like to talk about how Leader Development Institute can help you and your organization?

**LET'S TALK!**

Reach out to us at 1-888-VISIT-LDi (1-888-474-8534), or drop us an email at [Solutions@LDIworld.com](mailto:Solutions@LDIworld.com). [Click here](#) to view or download our informational one-pager to read more about LDi. **Let's embark on this journey of growth together!**

Successful people live by a set of closely followed rules and values, have you read LDi's Rules for Success? These rules will help you hone in on the best success practices that benefit you in all areas of your life, personal and professional. You can find LDi's Rules for Success [HERE](#).