

An ADS Leader Does the Following...



Sets our Agenda

- Develops distinctive and vivid strategies and goals
- Translates and communicates strategy into simple, actionable plans, priorities, and trade-offs
- Anticipates and foresees obstacles and opportunities
- Aligns the organization by establishing a compelling sense of purpose and mission
- Conveys an unwavering firmness and consistency in actions
- Maintains a long-term global view while managing day-to-day issues

Raises the Bar

- Sets high expectations for the business, people, and self
- Communicates expectations directly, openly, and timely
- Drives accountability for continuous improvement
- Measures and monitors progress and results
- Quickly makes hard choices and difficult decisions
- Develops teams of high caliber people with diverse capabilities
- Coaches team and people how to stretch and excel

Inspires Others

- Creates a confident, innovative, and winning atmosphere
- Visible and out-front with leadership presence
- Energizes and excites the team through listening and showing a genuine caring for the team and team members
- Takes work seriously but not themselves – knows how to have fun
- Empowers people with the opportunity and latitude to grow, take risks, make mistakes, contribute and learn
- Recognize and reward individuals along the way and celebrates milestones

Finds a Way

- Relentless, resilient, and fierce in approach to winning
- Breaks down barriers and removes bureaucracy
- Focuses on solutions not problems
- Makes immediate decisions when sufficient but not all information is available
- Faces reality head-on and rapidly makes adjustments to deliver commitments
- Operates with a boundary-less attitude
- Integrates efforts across units and functions

Enables our ADS Core Values

- Consistently models our expressed expectations and standards
- Builds relevancy and impact of our core values in actions and activities
- Engages and listens to the team to identify and remedy gaps
- Earns the trust and respect of all ADS stakeholders

Delivers Results

- Reliably meets or exceeds commitments
- Is accountable for outcomes and doesn't rationalize shortfalls
- Has explicit contingencies in place for underperformance
- Maximizes the leverage from unanticipated opportunities
- Delivers quality performance that appropriately balances short and long term stakeholder interests
- Demonstrates strong operational and executional skills

How Did I Do Today?

***You Don't Need a Title to be a
Leader***