

# Manifesto

## WE ARE SMART

It's not an adjective, it's how we live.

## WE TAKE UP SPACE

We know the world is run by those who show up, stand up and speak up. We fill our space and claim our seat at the table.

## WE ARE ALWAYS LEARNING

Knowledge is fuel for building the future we desire.  
Commitment is the vehicle.

## WE GET RESULTS

We know where we are going and the impact we desire.

## WE LET GO OF OLD BELIEFS

Not ours, and not cultural messages about where we belong. We honor our past but release those things that do not move us to our future.

## WE INVEST IN OURSELVES

We invest to close the gap between where we are and where we want to be.

## WE KNOW OUR VALUE

We know our work provides tremendous value to those we serve and we are paid accordingly.

## WE WEAR OUR CAPES

We get things done.

## OUR TIME IS NOW

The world needs our genius, our dreams, our impact. We are on purpose and right on time.