RAVE

ASU UTO
Leadership Principles

Relational   **Authentic**   **Visionary**   **Empowered**
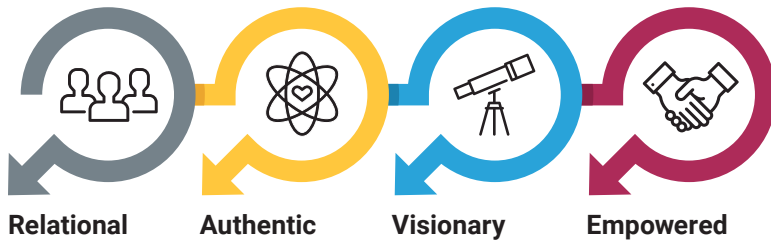
The UTO embraces our organization's **positive core** and **mission**. We embody these leadership principles in our **actions**.

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:

- Always providing full costs + cost 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 activating 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