

Divisional Memo

Subject: Resourcefulness Is a Cultural Standard

Purpose

This memo formally reinforces an expectation that defines winning teams: **resourcefulness and proactive, solution-oriented thinking are non-negotiable in our division.**

Culture is not what we say—it's how we think, act, and solve problems when no one is watching.

What Resourcefulness Means Here

Resourcefulness is not about doing more with less—it's about **thinking before asking, acting before waiting, and solving before escalating.**

In this division, resourceful team members:

- Identify problems early
 - Propose solutions—not just issues
 - Know how to study, find answers on [Vectorconnect.com](https://vectorconnect.com), [CreatingSuccessStories.org](https://creatingstories.org) and leverage [podcast episodes](#)
 - They know how to call the Region to ask “who is good at _____ & what is their contact info?”
 - Take initiative without being prompted.
 - Keep their emails clean and always reply to divisional emails
 - Keep their text clean and respond promptly
 - Engage in Whatsapp's morale and culture
 - Seek answers before seeking permission
 - **Use available tools, people, and data effectively**
 - Move the organization forward **without needing constant direction**
-

Why This Matters

As we grow, **we cannot operate in a culture of reminders, micromanagement, or constant instruction.**

If leaders are required to:

- Repeatedly assign obvious tasks
- Follow up on basic responsibilities
- Solve problems others are fully capable of addressing

Then growth slows, trust erodes, and leadership bandwidth is wasted.

A high-performance organization depends on people who **think like owners**, not people who wait to be told what to do.

The Reality of Growth

Growth demands speed, adaptability, and ownership.

A reactive culture:

- Waits for instructions
- Points out problems without ownership
- Depends on leadership for every next step

A proactive culture:

- Anticipates needs
- Creates solutions
- Takes responsibility for outcomes

Only one of these scales.

Expectations Going Forward

We expect every team member—regardless of role—to:

- Come prepared with ideas, not just questions
 - Offer solutions when identifying obstacles
 - Take initiative in their lane
 - Ask “*What can I do next?*” instead of “*What should I do?*”
 - Demonstrate ownership over results, not just effort
-

Who Succeeds Here

History is consistent:

Those who embody **proactive, solution-oriented thinking**:

- Earn trust faster
- Gain more responsibility
- Advance more quickly
- Become leaders others rely on

Those who wait, hesitate, or require constant direction do not scale—and neither do their results.

Final Thought

“You don’t get paid for problems. You get paid for solutions.”

Resourcefulness is not optional.

It is a core cultural expectation—and a defining trait of those who win in this division.