My Philosophy
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1. I believe every position is equally important to the success of a company. It takes the entire team to create organizational success.
2. Transparency within the company is critical. Management should keep employees informed of the company's position and future direction. Great ideas come from all levels.
3. I am honest. I do not hold back information because it might be unpleasant, nor do I steal other's thunder when things go right.
4. Because I implement clearly written policies and procedures, I do not micromanage. My management style focuses on three main questions:
   a. Did you do the job you were hired for?
   b. Did you do the job accurately?
   c. Did you meet your deadlines?
   I do not focus on small things as it detracts from my responsibilities and focus within an organization.
5. I believe that promotions, pay increases and bonuses are earned through experience, measurable goals, education, and performance. Things like gender, race, seniority, cliques, and the good old boys club have no place in the review process.
6. Continuous learning is a priority. Management should develop a growth strategy for the company and its employees. Identify certifications, licenses, or degrees that will benefit long-term goals and succession planning.

7. Build a cohesive team. Employees who know they are valued and respected do their best every day. Get to know your employees, they are more than their title. Learn their dreams, discover their challenges, find out what motivates them, and truly care about their success.
8. Be consistent. Each person within the organization should know what to expect when they both succeed and fail. My employees know that I understand mistakes happen, but I expect to be notified as soon as they are recognized and that a solution is presented with the problem.
9. Be happy. If employees dread coming to work, there is a larger problem within the organization. I believe that leaders should create a safe, comfortable environment that allows employees to feel valued and eager to be a part of the team.
10. I am not afraid to admit when I am wrong. When a mistake happens, I own up to it rather than shifting blame to others. I acknowledge my errors, learn from them and take corrective action. This creates an environment where employees are encouraged to admit mistakes, learn from them, and improve - without fear of unjust consequences.