**Stephanie Cox Personal Leadership Philosophy – Sept 2019**

**What I believe**

**Purpose**

My purpose is to love, laugh with, lift up, and learn from others.

**Guiding Principles**

**Faith. Integrity. Positivity.**

***Philippians 4:4-9***

*4Rejoice in the Lord always. I will say it again: Rejoice! 5Let your gentleness be evident to all. The Lord is near. 6Do not be anxious about anything, but in every situation, by prayer and petition, with thanksgiving, present your requests to God. 7And the peace of God, which transcends all understanding, will guard your hearts and your minds in Christ Jesus.*

*8Finally, brothers and sisters, whatever is true, whatever is noble, whatever is right, whatever is pure, whatever is lovely, whatever is admirable—if anything is excellent or praiseworthy—think about such things. 9Whatever you have learned or received or heard from me, or seen in me—put it into practice. And the God of peace will be with you.*

I will be joyful in hope, patient in affliction, faithful in prayer. I will have a cheerful heart and give thanks in all circumstances. I will strive to live by the Golden Rule. I will choose courage over comfort, do right, align my actions with my words, and be trustworthy and sincere.

**Love.**

I will love wholeheartedly. I will encourage and build up others. I will be kind and compassionate. I will be loyal and forgiving.

**Relationships.**

I will be devoted to my family, active in their lives and attentive to their needs. I will form deep connections with friends. I will be fully present.

**Achievement.**

I will be a disruptor. I will have a bias for action and be a driving force of change. I will continuously explore what better might look like. I will seek complex, dynamic work environments.

I will believe in and develop myself, contribute my abilities in an effort to add value, and motivate others to greater personal achievement. As said by Maya Angelou, “I would like to be known as an intelligent woman, a courageous woman, a loving woman, a woman who teaches by being.”

**Humility.**

I will value, respect, and show genuine interest in others. I will be humble. I will give thanks for the gifts I have been given. I will strive to evaluate myself not only by worldly standards of success and achievement but remember my true value in God’s eyes. I will recognize that I am a sinner, saved only by God’s grace.

**Authenticity.**

I will live in the moment with conviction and confidence, always staying true to myself. I will lean into my strengths and be vulnerable about my imperfections. I will make others laugh, often at the expense of myself. I will express my emotions freely and clearly. I will be thoughtful, open-minded, and receptive. I will be a realist.

**What I expect from you**

* Take care of those you lead, both at work and at home.
* Expect excellence…of me, your peers, and the teams you lead. We will not always be excellent, but if it’s not your expectation, we will always fall short.
* If you show up for a meeting, be engaged. If you can’t be engaged, don’t show up.
* Be vulnerable. Be quick to acknowledge your mistakes. Appreciate and tap into others’ skills and experiences. A team is greater than the sum of its parts.
* Lean into Interstate Batteries' value of Courage, which calls us to learn, improve, and boldly drive change that matters.
* Be all in. As the saying goes, “if a thing is worth doing, it’s worth doing well.”
* Never stop improving. Improving yourself, your teams, a process, a work product, etc.
* Hold others accountable for unproductive behaviors.
* Challenge thinking, be solution oriented, and operate with a sense of urgency
* Don’t hide behind email. Email has its place, but know when to pick up the phone or get in front of someone.

**What you can expect from me**

* To lead by being. The Guiding Principles I have listed above are aspirational. You can expect that my actions will be incongruent with my stated values and that I will need you to hold me accountable.
* Support. I will have your back.
* Feedback. I will give praise often and be willing to have difficult conversations when the need arises.
* Trust. I will empower you to run hard and make decisions until a pattern emerges that suggests that I need to step in.
* Encouragement. As you strive for excellence, I will be there to cheer you on.
* Grace. You learn from mistakes.

**My hot buttons**

* Arrogance
* Someone who treats the janitor different than the CEO
* Negativity
* Resistance to change
* Doing without thinking
* Inattention to detail
* Passiveness
* Closed-mindedness
* Entitlement