

# m a n i f e s t o

## DELEGATE

est. 2007

### welcome

#### what we believe

At Delegate, each day we have the opportunity to help other people achieve their dreams in tangible ways. Our values, vision, and mission unite, excite, and encourage us to press on and do the best work we can for our clients. We all are part of the delivery of our service. When working with our clients, we want to see each team member display and embody these core values as you represent us.



### our mission

**Our Mission** is to create freedom for people to do what they love and have a big impact.



### our core values

**Our Core Values** are what drive our decisions around all parts of our entrepreneurial company. It is reflected in **who we hire, how we interact with our clients and teammates, how we decide on opportunities** and drives how we respond to challenges.

#### We have an Innate Spirit of Helping Others

We are instinctively compassionate and ready to jump in to lend a hand. We are intentional and thoughtful in our offer of help and support, and we eagerly step in anywhere we know that we can add value. We build relationships that allow us to anticipate our client's needs both personally and professionally.

#### We always bring an Enthusiasm for Excellence

We bring more than just a positive attitude, we are excited for our clients, and look forward to working alongside them, to keep things on track. We invest our time and energy and develop a genuine enthusiasm for the clients we work with and their business. We are motivated by helping clients find the freedom to do what they love and have a big impact.

#### Support and Respectfully Challenge One Another

We create an environment where we encourage, support, and respectfully challenge one another to make our most impactful contribution as teammates.

#### At Delegate, We Do What We Say

We say what we mean and mean what we say. We set and manage the expectations of our clients and teammates and hold everyone accountable to them. We proactively work to create a culture of accountability that produces alignment and results.

#### Professional Authenticity

We are committing ourselves to creating a culture that values honesty, integrity, and accountability in a professional context. This means being true to ourselves and others, embracing our strengths and weaknesses, and building trust with our team members, clients, and stakeholders in a way that aligns with our professional standards of excellence.