

m a n i f e s t o

DELEGATE SOLUTIONS

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.

-- Emily



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.

Innate Spirit of Helping Others

We believe that the power of one is expanded by the strengths of many, and inherently want others to win and succeed. We work proactively and collaboratively to bring big visions to life. As an entrepreneurial, flexwork company we deeply value freedom and flexibility. We will always stand up for that freedom in our lives and the lives of our clients, so that we can collectively have a greater impact on the world. Community matters to us both at work and at home and we subscribe to the mantra: *"Be the change you want to see in the world."*

Enthusiasm for Excellence

This means that we continually strive to do our best work in every circumstance. As a company and with our clients, we are entrepreneurial and growth-oriented. We're accountable, resourceful and adaptable. We always show up and put our best foot forward, knowing that at the end of the day we win as a team and lose as a team.

Kind and Thoughtful

We choose to believe that Life is Good and are ever grateful for all we have. Team Delegate always presents as sunny, friendly and calm. We are collaborative, easy to work with and strive to always do the right thing; treating others as we want to be treated.

We Do What We Say

We take responsibility for our work and always finish what we start and commit to. We fully deliver on time and believe in ourselves and the decisions we make, blaming no one. Our results-focused environment encourages our best work and a positive mindset to course correct and improve each day. We say "no" purposefully so that we have the space to say yes to the most important things.

Operate with Gracious Transparency

We believe that transparency at its core is honesty, which is a value that we want to live by no matter what. Being transparent allows for informed decisions and ownership over them. It allows us to work more efficiently and effectively as a team and with clients as it breeds trust, which is the foundation for great teamwork. At Delegate we choose to be **graciously** transparent, which means that we treat and deliver transparent feedback in a way that we would like to be treated, always with kindness and thoughtfulness.