

MarshBerry Cultural Characteristics



MARSHBERRY

1

We must remain passionate about reinvesting in our next generation, ensuring their success and providing an entrepreneurial wealth creation opportunity.

2

Mediocrity is easy; excellence is hard work. Avoid the temptation to chase the shortcut.

3

The craziest idea may become our core, long-term strategy. Imagination yields independence.

4

Our people trip over themselves to help one another.

5

We must maintain an Ask versus Tell culture.

6

Remember the past, transform the future.

7

Collaboration will lead us in the right direction.

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If you have an idea, try it. If it works, share it. If it doesn't, learn from it.

9

Innovation is a willingness to share ideas with an openness for other's ideas.

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Just because we have done it that way does not mean that is how it should be done.

11

Stop and smile more often. You won't be successful if you are not having fun. If you are not having fun and are not going to be successful, why be here.

12

If you don't express your opinion, the perception may be that you don't have one.

13

Nurturing personal relationships is the best way to build trust.

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The best way to grow and learn is to make mistakes. Have you learned lately?

15

We must inspire and lead, not just manage and hold accountable.

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Helping others achieve their goals is the best way to ensure your own long-term success.

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Our company's long-term success has grown beyond the importance of any one person.

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Pointing out to another MarshBerry employee a violation of our core values, professionally and privately, is not only acceptable, it is a responsibility of employment.

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We must have a culture of openness and humility from top to bottom within the organization.

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Always hire, develop and coach beyond yourself.