



MARSHBERRY

LEARN. IMPROVE. REALIZE.

The Collaborative Way

The Collaborative Way is a set of principles that harnesses the collective intelligence, imagination and spirit of a company's workforce.

Through practicing **The Collaborative Way**, MarshBerry has enhanced and fostered a culture of growth, innovation, client service, collaboration and strategic thinking.

Our success as an organization is reflective of our commitment to the guiding principles.

Listening generously

- With curiosity and an intention to learn
- Willing to be influenced
- Setting aside filters to listen openly
- Replicating and recreating
- Influencing action

Speaking straight

- Speaking up
- Honest and forward communications
- Clear and direct requests
- Rigorous discernment for successful implementation
- Willingness to be uncomfortable

Being for each other

- Supporting each other's success
- Intervening in gossip to dismiss negativity
- Doing timely clean-ups
- Looks for positive intent
- Giving encouragement

Acknowledgment & appreciation

- Giving in all directions
- Noticing & seizing the opportunities
- Giving recognition with depth to show meaningful support
- Receiving openly to celebrate successes
- Requesting recognition when missing

Honoring commitments

- Receiver responsibility; ensuring giver completes the task
- Managing commitments effectively; to not over commit
- Navigating obstacles while fulfilling commitment
- Resolving broken agreements
- Forwarding accomplishment