

**In an employee-centric culture, a free flow of communication, ideas and innovative thinking is encouraged throughout the organizational structure. All ideas can be expressed and will be received in a positive and respectful manner. Each employee is valued and considered critical to the organization's success in delivering its shared vision and mission. Talent will be nurtured by giving each employee an opportunity to grow, learn, develop skills and pursue goals.**

### **Responsibilities of Employees:**

Each employee is expected to be dedicated, responsible and respectful of others and their ideas.

Employees are encouraged to promote a positive, fun, family atmosphere.

Employees are encouraged to contribute ideas concerning the efficiency and quality of departmental operations by participating in the decision making process.

Employees are responsible for communicating their needs, concerns and expectations to the appropriate supervisor.

Knowledge and information gained through professional development should be shared to strengthen the organization.

Each employee will exhibit excellence and expect it of others in the organization.

### **Responsibilities of Financial Management Operations:**

FMO will foster an atmosphere of employee-empowerment by valuing the contributions of each employee, and by respecting all ideas and opinions. Although action may not be taken on all recommendations, there will be follow up communication on suggestions, ideas and committee research.

Employees who express the desire and interest to further their career will be encouraged to pursue their goals. The organization will nurture employees by providing access to professional development, encouraging leadership and growth.

FMO will leverage and optimize all of its resources for maximum benefit to ensure employees have the necessary resources to perform their job duties.

FMO will encourage and promote a positive, fun, family atmosphere.