

Dako Leadership Behaviors

Drive Results

- Understand and meet customer needs
- Set high standards and keep on raising the bar
- Be ambitious about quality and productivity
- Demonstrate consistent high performance and learn from mistakes
- Follow up on progress and deadlines

Bring Dako's Vision to Life

- Set and develop compelling strategies and organizational goals
- Execute strategy and organizational goals
- Show the way
- Incorporate cross-functional issues
- Apply a holistic approach
- Broadly communicate the vision and relate it to the individual

Inspire Change

- Proactively embrace change and new ideas
- Be a change agent
- Apply leadership style according to situation and people
- Encourage diversity
- Deal comfortably with ambiguity

Live Dako's Values

- Be a value-based role model
- Demonstrate integrity at the highest level
- Promote the Dako values:
we move, we care, we deliver
and we are passionate about quality
- Encourage diversity

Lead the Way

- Live the Dako Behaviors and encourage others to do the same
- Motivate, delegate and empower
- Set ambitious KPIs
- Develop others
- Guide for performance
- Recruit for growth
- Fact-based decision making

Seek Influence

- Be a relationship builder
- Build networks
- Have courage to express your opinion and take calculated risks
- Create win-win situations
- Be comfortable with working in a matrix organization

Mobilize People

- Demonstrate an interest in and understanding of others
- Create team spirit and be out there
- Recognize and reward the contribution of others
- Listen, consult and communicate proactively
- Support and care for others
- Create an environment of trust
- Excite and engage others
- Seek information proactively and across functions
- Enable open and honest dialogue

Communicate

- Communicate clearly
- Articulate individual and team responsibility



DAKO

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