



## Leadership for Performance



# Our Leadership Values



We transform



We empower



We create trust



## We transform

**MTU stands for innovation.** Our business is continuously changing – we anticipate developments and lead into the future.

- We inspire our employees and encourage creativity, which we actively seek in return.
- We take responsibility to ensure that our teams are set up in a future-oriented way.
- We reflect upon our actions and identify opportunities for growth.





## We empower

**MTU stands for performance.** With our coaching-oriented definition of leadership, we create the standards for high achievements.

- We express clear expectations to our employees and provide feedback on a regular basis.
- We enable our employees to realize their potential and convert valuable ideas into reality.
- We encourage our employees to participate in decisions impacting their work.





## We create trust

**MTU stands for appreciation.** Our employees give their best – we value their commitment and treat them with mutual respect.

- We establish trust by acting transparently, reliably and by sticking to our agreements.
- We welcome constructive feedback with one another, even in difficult situations.
- We encourage passion for achievements through positive reinforcement – while inviting employees to give feedback.





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