



T

PEOPLE & VALUES

“ You can’t  
talk your way out of a  
problem you’ve behaved  
yourself into. ”

**STEPHEN R. COVEY**

“ ...but you can behave  
yourself out of a problem you’ve  
behaved yourself into...and  
often faster than you think your  
way out of a problem you’ve  
behaved yourself into. ”

**STEPHEN M.R. COVEY**



Handwritten musical notation on a staff, including notes, rests, and accidentals, with the number **02** to its right.

Handwritten musical notation on a staff, including notes, rests, and accidentals, with the number **06** to its right.

Handwritten musical notation on a staff, including notes, rests, and accidentals, with the number **17** to its right.

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Handwritten musical notation on a staff, including notes, rests, and accidentals, with the number **28** to its right.





OUR VIS

# VALUES

... ..

# OUR VALUES

## INTEGRITY

*Be honorable and trustworthy even when no one is looking*

- Represent our company, our values, and our beliefs
- Practice what we preach, and live our values every day
- Be honest and transparent
- Communicate openly and honestly, and listen to others
- Treat others with respect and dignity

## VISIONARY

*Nurture innovative ideas, bold explorations and a pioneering spirit*

- Challenge the status quo and think outside the box
- Encourage and support innovation and risk-taking
- Embrace change and adaptability
- Stay curious and keep learning
- Collaborate and work together to achieve our goals

## BEYOND SERVICE

*Create and deliver positive defining moments*

- Deliver exceptional customer service and experiences
- Go above and beyond to meet our customers' needs
- Create a positive and inclusive work environment
- Invest in our employees and their development
- Give back to the community and make a positive impact















## CRITICAL CONVERSATIONS

critical conversations are those in which the stakes are high, emotions run strong, and opinions vary. These conversations are often the most difficult to have, but they are also the most important. They are the conversations that can make the difference between a team that is stuck in a rut and a team that is thriving. They are the conversations that can help us to understand each other better, to resolve our differences, and to move forward together.



When you are in a critical conversation, it is important to be aware of these three factors. If you are not aware of them, you may be more likely to react emotionally, to make assumptions, or to become defensive. By being aware of them, you can be more intentional in your communication and more likely to achieve a positive outcome.

There are three main strategies for handling critical conversations: accept the negative behavior, change our environment, and confront the behavior.

- 1. **ACCEPT THE NEGATIVE BEHAVIOR** (e.g., ignore, avoid)
- 2. **CHANGE OUR ENVIRONMENT** (e.g., change the location, change the time, change the people)
- 3. **CONFRONT THE BEHAVIOR** (e.g., direct communication, indirect communication, written communication)







“

Leadership and  
learning are  
indispensable to  
each other.”

**JOHN F. KENNEDY**

*PEOPLE*  
**&** *VALUES*

## OFFICE OF PEOPLE AND VALUES

• **Values:** The core beliefs and principles that guide an organization's behavior and decision-making. Values are often expressed through the organization's mission statement, code of ethics, and other communication channels.

• **People:** The individuals who work for the organization. People are the primary focus of the Office of People and Values, as they are the ones who live and breathe the organization's values.

**Please contact the  
Office of People and Values at:**

**OPV TTUHSC.EDU**

**WWW.TTUHSC.EDU/PEOPLE VALUES**





## OUR VALUES INITIATIVE

Values are the guiding principles that inform the decisions we make every day. They are the foundation of our organization and the key to our success. We are committed to living our values and to creating a culture of excellence. We invite you to join us in this journey and to help us create a better future for all.

### **S T I :**

- + **Integrity** - We do what we say we will do.
- + **Respect** - We value every individual.
- + **Collaboration** - We work together to achieve our goals.
- + **Innovation** - We embrace change and seek new solutions.
- + **Customer Focus** - We strive to exceed our customers' expectations.
- + **Accountability** - We take ownership of our actions and their consequences.

**PROGRAM LENGTH:** 10 weeks, 1 hour per week, 10:00 AM - 11:00 AM

**PROGRAM OFFERING:** 10 sessions, 10:00 AM - 11:00 AM, 10:00 AM - 11:00 AM

**PROGRAM SIZE:** 10 participants, 10 participants, 10 participants

**REGISTRATION:** 10:00 AM - 11:00 AM, 10:00 AM - 11:00 AM, 10:00 AM - 11:00 AM

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LEADERSHIP FOUNDATIONS

## EMERGING LEADERS

Work with a group of students to develop a plan for a new business or service. Students will be responsible for identifying a need, developing a business plan, and implementing the plan over a period of time.

### STUDENT OBJECTIVES:

- + identify a need or problem in the community
- + develop a business plan
- + create a budget and financial plan for the business
- + identify a target market
- + create a marketing plan
- + identify a location for the business
- + identify a legal structure for the business
- + identify a team of students to run the business

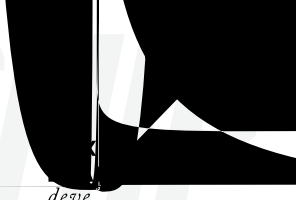
**PROGRAM START:** 1st semester, 1st year of high school

**PROGRAM SIZE:** 10-15 students per class

**REGISTRATION:** \$100 (includes materials, supplies, and a fee for the business plan). Students will also be responsible for paying for any other costs related to the business.

**PROGRAM COST:** \$100

*\*Tuition fee covers cost of assessments, supplies, and other costs related to*



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## NEXT LEVEL LEADER DEVELOPMENT

Next Level Leader Development is a series of courses designed to help you develop the skills and knowledge you need to become a more effective leader. The program includes a variety of activities, including self-assessments, group exercises, and guest speakers. The program is designed to be completed over a period of 12 weeks.

### STUDENTS:

- + Leadership Self-Assessment
- + Leadership Assessment
- + Leadership Interview
- + Leadership Presentation
- + Leadership Role-Play
- + Leadership Case Study
- + Leadership Guest Speaker
- + Leadership Reflection
- + Leadership Final Project

**PROGRAM START:** August 15, 2023, 9:00 AM

**PROGRAM SIZE:** 10-15 students per cohort

**REGISTRATION:** \$100 (includes materials, assessments, and guest speaker fees). Registration is required by July 15, 2023. For more information, please contact the program coordinator at [email address].

**PROGRAM COST:** \$





## TEAM ASSESSMENTS

- **Assess** the current state of the team, including the team's strengths, weaknesses, and overall performance.
- **Identify** the team's goals and objectives, and determine the resources and support needed to achieve them.
- **Develop** a team assessment plan, including the methods and tools to be used.

- + **Conduct** the team assessment, using the methods and tools identified in the plan.
- + **Analyze** the results of the assessment, and identify the key findings and areas for improvement.
- + **Communicate** the results of the assessment to the team and other stakeholders.
- + **Develop** a team improvement plan, based on the findings of the assessment.

**T 6T ☒W G**

**DESCRIPTION:** This assessment is designed to help teams understand their current state, identify their strengths and weaknesses, and develop a plan for improvement. It is a structured process that involves gathering data, analyzing it, and communicating the results. The assessment can be conducted at the team level or at the organizational level. It is a key tool for team development and performance improvement.

### INCLUDED:

- + **Team Assessment Plan** (Template)
- + **Team Assessment Report** (Template)
- + **Team Assessment Tools** (List)

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**DESCRIPTION:** \_\_\_\_\_  
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### INCLUDED:

- + \_\_\_\_\_
- + \_\_\_\_\_

**COST:** \$ \_\_\_\_\_

## **M** - **B** - **T** - **I** (MBTI)

**DESCRIPTION:** The Myers-Briggs Type Indicator (MBTI) is a self-report questionnaire that categorizes individuals into 16 personality types based on four dichotomous dimensions: Extraversion vs. Introversion, Sensing vs. Intuition, Thinking vs. Feeling, and Judging vs. Perceiving. The MBTI is based on Carl Jung's theory of psychological types and is widely used in organizational settings for team building, leadership development, and personal growth.

# MONTHLY

## MONTHLY DEVELOPMENT OPPORTUNITIES

Each time you visit a new page, you'll find a new opportunity to learn more about our products and services. We'll show you the latest news, events, and offers. You'll also find a variety of resources to help you get the most out of your experience.

**O** **P** **V** **W**

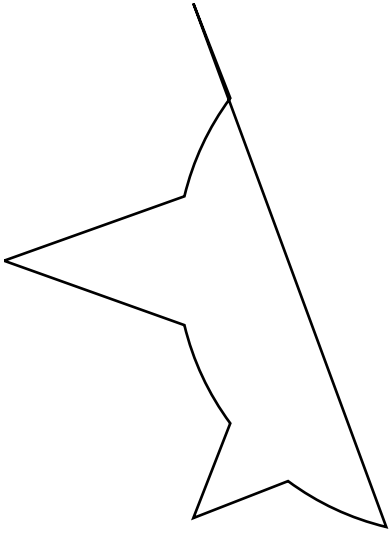
Each time you visit a new page, you'll find a new opportunity to learn more about our products and services. We'll show you the latest news, events, and offers. You'll also find a variety of resources to help you get the most out of your experience.

**C** **U** **P**

Each time you visit a new page, you'll find a new opportunity to learn more about our products and services. We'll show you the latest news, events, and offers. You'll also find a variety of resources to help you get the most out of your experience.

**C** **C** **D** **P**

Each time you visit a new page, you'll find a new opportunity to learn more about our products and services. We'll show you the latest news, events, and offers. You'll also find a variety of resources to help you get the most out of your experience.



# *THE JOURNEY*

BY ROXANNA JONES

*When I was a child, I used to dream  
of a life where I could be a  
writer, a traveler, and a lover.  
I would travel the world, write  
my stories, and fall in love with  
a man who would love me just  
the way I am. I would be a  
woman who would be loved  
and who would love to be loved.*



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