

# ICTC Values

## TRUST



### T

- **Teach** and expand the knowledge of everyone at ICTC on the various business lines, research, initiatives, and programs.
- Welcoming staff from across the organization to be part of our teams and insights.
- Our collective knowledge will create strong ICTC ambassadors for our community and expand our potential and reach in scale and scope across Canada and internationally.

### R

- **Reward** staff for aligning individual and team goals with corporate goals and values, lifting each other up while extending a hand beyond our immediate teams, and inspiring a culture of inclusiveness and diversity of opinion.
- Acknowledging each other for important contributions to the organization and celebrating each others successes.

### U

- **Unconditional** drive for innovation and intrapreneurship.
- Creating an environment of continuous learning, diversity of opinions an where mistakes are seen as opportunities to learn, empowering staff to explore, be part of each other's networks and staff meetings, encouraging staff to think and act independently, while suggesting and accepting to be challenged in the pursuit of solutions.

### S

- **Share** information willingly and frequently, celebrating corporate successes as well as team or individual successes.

### T

- **Trustworthy** and safe environment that lifts each other up, avoids emotional biases, understand one's values and motivations as well as empathy for others knowing that we all hold part of the solution.