

TEAM VALUES

JOY. Yes this is first, and no we're not kidding. **Joy is the backbone of transformational, magnetic institutions**, and that's what our community deserves. We draw out the brilliance in everyone around us by seeing the good, defaulting to solutions, grounding in gratitude, and beaming positive energy. Joy attracts opportunities, and it serves as glue, as a protective forcefield, and as fuel. We start with joy. The rest will come.

BRAVERY. We are willing to take a stand when leadership is needed and we support our team to take thoughtful risks, to learn, and to grow. We are **generative**, innovative, and willing to take things all the way home. Transformational leadership requires vulnerability and a learner's spirit. **We view failure as a sign that we stretched.** We know when to take a "B", and when the "A" is truly needed.

SUSTAINABILITY. When we are physically, mentally and emotionally strong, we can be a source of strength for others. We make deliberate choices to **nourish our whole selves** and to set a tone of sustainability for our networks.

TOGETHERNESS. Change moves at the speed of **trust**. We **show up** for our team and for our community. We lift others before lifting ourselves, and when one of us wins, all of us win. We protect our "**zero-drama-bubble**", and we understand the power of **friendship** and trust in the long game of community change. We not only play well in the sandbox, we help others do the same.

EQUITY. We lead the philanthropic, civic, and leadership backbone of one of the most diverse communities in the world during a time of unprecedented divisiveness and increased hate. It is vital that we **bring together Miami as a unifying force for good**, modeling an unwavering commitment to diversity, equity, accessibility, and inclusion in every initiative at the Foundation. In order for our community to step into its greatness, we must address hate and inequities with humility and humanity, and find ways to continually model this priority even when it is hard.

LEADERSHIP. We don't wait to be asked - we sense needs, proactively create value, and **step forward** where it's needed. When we're "on something", we take it all the way home. (Walk people to the aisle instead of telling them it's on aisle four). When we see a problem, we raise our hands to fix it instead of just pointing it out. We **default to solutions** and we help all boats rise.

BIG PICTURE. We are committed to **solving the most pressing issues facing the future of Miami**. Many of those issues are deeply entrenched and will require serious long-term solutions, an understanding of our rich history, and broad coalitions. We're here for it, and we're uniquely positioned to lead serious long-term change.