

Macquarie America's Fixed Income

Team Manifesto

Our collective commitment to building great team culture + performance.



Team Strengths

→ **Honesty**

→ **Humility**

→ **Appreciation of Beauty & Excellence**

→ **Gratitude**

→ **Kindness**



Team Strengths

Opportunities

Opportunities on this team
to activate lesser strengths

- Hope
- Teamwork
- Perspective
- Creativity
- Forgiveness



Intentional Practice

*What we need to focus on and practice
to grow stronger as a team...*

- **Seamless Communication**
equal transparency, connected and aligned,
consistent, fluid and comfortable
- **Aligned on Purpose**
profit + beyond profit?
- **Inspirational**
empowering others and our teams, motivated by
each other
- **Visionary**
- **Vulnerability**
it's OK to get it wrong



4 C's Trust Model | New Behaviors



CHARACTER

- Willingness to push back when needed
- Constructive feedback
- Forthright – no secrets
- Supporting each other in difficult conversations – when shit hits the fan, speaking up for each other
- Openly share problems in our worlds with each other



COMPETENCE

- Self-awareness; focus on self-improvement (coaching)
- Focus on agility – looking for how we can shift and evolve, changing views/perspectives through listening to others' ideas. We can learn from others who have different ways of working.
- Embed the concept of “winning together” – less about silos and more about we win and lose as a platform. I'm excited to see money going into other groups as I am my own – we win together.



CARE

- Reinforce decisions – ensure we are reinforcing the message from leaders when it may lead to disappointment; it's a fine line to balance this with showing care and understanding them.
- Communicating as one
- Openly supporting each other on objectives and mission
- Expressing support for each other
- Prioritizing this team and its goals
- Assuming best intentions always
- Help each other solve problems on each other's teams



COMMITMENT

- Not disappointing – fulfill on your promises, do what you say you are going to do (integrity)
- Active listening; being present – listening to learn
- Lead by example




Team Impact Statement

Drawing from your strengths and intentional practice, write 1-3 sentences that describe your team “why” - how you use your strengths to have a positive impact.

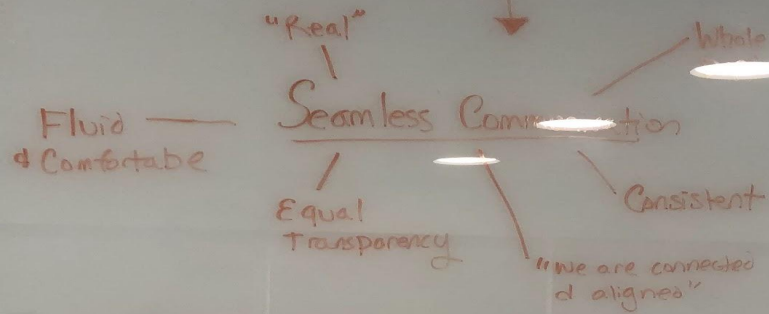
A large, empty rectangular box with a thin teal border, intended for the user to write their team impact statement. The box is currently blank.

Top Behaviors + Norms

Inspired by your team impact statement and the 4 C's new behaviors, come up with the top 3-5 recommended norms and behaviors.

A large, empty rectangular box with a thin teal border, intended for the user to write their top 3-5 recommended norms and behaviors.

Intentional Practice



GLG-Philly

Vulnerability
↓
OK to get it wrong

Profit — Purpose

↓
Beyond Profit (?)

Empowering others, our teams

Inspirational

↓
Motivated by each other

Visionary