

Culture & Values Characteristics Matrix

Characteristics of Business Management within the Office of the Treasurer

	Short Definition (for use on posters, graphics, etc.) “Business Management_____.”	What we say (goals, theory) “Business Management_____.”	What we do (real examples) “For example, Business Management demonstrates this characteristic through/by _____.”
Transparent	Practices clarity and accessibility	Embraces clear and accessible ideas, actions, motives, and operating procedures; welcomes public scrutiny	Open reporting and building cross-functional knowledge and participation to uphold an inclusive culture of communicating with candor
Efficient	Actualizes maximum productivity	Actualizes maximum productivity through streamlined and simplified processes	Continuously assessing and improving business processes, and developing and allocating resources to serve internal and external customers with accuracy, speed, and thoroughness
Cost-effective	Utilizes resources optimally	Produces optimal results through effective and efficient stewardship of university resources	Leveraging resources across the organization through full utilization, optimization, and development of those resources
Fun	Motivates, recognizes, and rewards people	Supports a vibrant culture of open communication, collegiality, collaboration, respect, inclusion, diversity, innovation, creativity, recognition, professional development, and career opportunities	Celebrating individual and organizational goal accomplishments, providing purposeful professional and career development opportunities, and promoting a culture that emphasizes respect, diversity, and inclusion
Impactful	Drives positive, measurable, and meaningful change	Drives positive, measurable, and meaningful change in support of institutional and unit priorities	Delivering positive results through innovation and supporting individual and team accountability and success