



**METROPARKS
TOLEDO**

The Metroparks Way:

A Place to Work Where You Can “Get Outside Yourself”

The Metroparks Way is to maintain a fun atmosphere, while valuing high achievement, accountability, creativity, employee well-being and a dedication to mission and vision for the community's future.

DESIRED OUTCOME:

Excited & Committed

STRATEGIC ACTIONS:

- Advocates for Metroparks with a positive outlook and a strong belief in the future
- Adventurous, vibrant and fun
- Passionate about and committed to the Metroparks Mission
- Embraces Metroparks Culture

Creative & Nimble

- Are visionary, open minded, innovative, always evolving, changing and anxious to seek new challenges even when it means risking failure
- Acknowledge the need for flexibility

Collaborative & Inclusive

- Ask hard questions, speak up, challenge the norm and give others permission to do the same
- Value all ideas and seek input from all
- Cultivate camaraderie among our staff and partners through trust, respect and support
- Are leaders who develop others
- Communicate up & down

Internal Drive for Excellence

- Think big, push for excellence, go beyond what is expected of us and wow people
- Have the self-motivation and discipline to do what is needed, juggling many tasks to make things happen, while meeting high standards
- Never make excuses or blame others
- Have humility, a willingness to learn from mistakes and accept guidance from others
- Have a personal commitment to learning, development and growth for ourselves, our staff and our organization

Have the Privilege to Serve

- Focus on the visitor experience
- Honored to represent Toledo and Northwest Ohio

Diversity

- Are welcoming and accessible to all
- Are focused on community outreach/engagement