

Table of Contents

3-14 Culture Foundations

6-7 The Harcros Impact Journey

8 Our WHY and HOWs

9 Embrace an Ownership Mindset

10-11 Supporting the Culture

12-13 Guiding Principles of Culture

14 Culture Newsletter

15- 49 Tools to Lead Self - The Frame

18-27 Self-Awareness

28-39 Mindset

40-46 Grounding Yourself

47-49 Emotional Agility

50-73 Tools to Influence Others

51-53 Spheres of Influence

54-63 Listening

64-68 Feedback

69-73 Ditch the Drama

74-77 Additional Tools