



Iowa Communications Network

Climate Values

Aspire to Become...A Classy Carrier

Vision & Clarity:

We value the vision and direction of the ICN. The management team works to keep the direction and processes in focus for all employees.

Management & Staff Development:

The ICN values personal and professional development. Our goal is to employ the most accomplished, proficient, efficient and enjoyable individuals in state government.

Departmental Interaction:

We understand and aspire that the ICN is made up of various departments that require each other to be successful. We choose to be part of the team solution in supporting all departments.

Staff Interaction:

We choose to value and support our fellow employees. We encourage them to fully show their abilities and potential. With positive language and a supportive environment, we will protect each other's strengths and encourage each other in areas needing growth.

Progress, Change, & Improvements:

We are in an industry and market that grows and changes. We will embrace change in processes and responsibilities as expected and necessary for the ICN to flourish.

When Things Don't Go As Expected:

People, processes, and equipment can all have bad days. We choose to not be part of the problem, diminish others, or make matters worse, but we will seek solutions and provide encouragement to all involved.

Clear, Open, & Honest:

We value and will listen to any CLEAR, OPEN, and HONEST discussion, as long as it is presented in a respectful manner that does not degrade the personhood of anyone.

Expectation of Employees:

A value empowered climate requires a high level of self-management. Any employee struggling to make wise choices and does not interact positively with others diminishes the ICN climate, and will receive quick and direct coaching by management, which is designed to bring their greatness to the surface. Our management team is trained and empowered to apply strength and grace in areas necessary to serve both the success of an employee and the stakeholders of the ICN.