

# La-Z-Boy enriches people's lives by transforming houses into homes.

Our mission is to be the leading global provider of comfortable, personalized and stylish home furnishings. Our people are passionate about our customers, creating quality products and investing in their communities.

## We lead by these attributes

<p><b>COACH &amp; DEVELOP</b></p> <p>Feedback, Development, Bench Strength</p>	<p><b>Individual contributors</b></p> <ul style="list-style-type: none"> <li>• Understand your role and what you're accountable for</li> <li>• Know where you're strong and where you need development</li> <li>• Look for ways to contribute beyond your current responsibilities</li> <li>• Find opportunities to build your skills and capabilities</li> </ul>	<p><b>People Leaders</b></p> <ul style="list-style-type: none"> <li>• Have conversations with your employees about their career paths</li> <li>• Give them feedback on where they might focus their development</li> <li>• Look for opportunities to move them beyond their comfort zones</li> <li>• Create development plans with specific goals and steps to reach them</li> </ul>	<p><b>Senior Leaders</b></p> <ul style="list-style-type: none"> <li>• Keep feedback processes flowing across the organization</li> <li>• Focus on development strategies for key talent</li> <li>• Grow talent to fill the pipeline for successors in key roles</li> <li>• Champion development programs to build talent company wide</li> </ul>
<p><b>IMPACT &amp; INFLUENCE</b></p> <p>Emotional Intelligence, Passion, Innovation</p>	<p><b>Individual contributors</b></p> <ul style="list-style-type: none"> <li>• Take personal responsibility for the success of the team and the organization</li> <li>• Share your expertise and experience</li> <li>• Speak up when you see a better way</li> <li>• Collaborate across silos for stronger work</li> </ul>	<p><b>People Leaders</b></p> <ul style="list-style-type: none"> <li>• Show your passion for the success of the team and the organization</li> <li>• Demonstrate emotional intelligence and objectivity</li> <li>• Build expertise to strengthen credibility</li> <li>• Share team feedback with senior leadership</li> </ul>	<p><b>Senior Leaders</b></p> <ul style="list-style-type: none"> <li>• Demonstrate an approachable leadership style</li> <li>• Share wise counsel with the organization, teams, and individuals</li> <li>• Drive a culture of trust, inclusion, and upward feedback</li> <li>• Create breakthrough ideas for the company</li> </ul>
<p><b>COMMUNICATE TRANSPARENTLY</b></p> <p>Empathetic, Straightforward, Open</p>	<p><b>Individual contributors</b></p> <ul style="list-style-type: none"> <li>• Be clear and concise in your communications</li> <li>• Listen carefully to colleague's concerns and comments</li> <li>• Be honest, in the kindest way possible</li> <li>• Give regular updates to others impacted by your work</li> </ul>	<p><b>People Leaders</b></p> <ul style="list-style-type: none"> <li>• Keep your team in the loop</li> <li>• Praise in public and criticize privately</li> <li>• Sandwich negative feedback with positive comments</li> <li>• Show your personal support of organization's communications</li> </ul>	<p><b>Senior Leaders</b></p> <ul style="list-style-type: none"> <li>• Commit to an honest, two-way dialogue with the organization</li> <li>• Create compelling messages that motivate the organization</li> <li>• Develop communication streams to keep the organization informed</li> <li>• Ensure communications are understood at all organization levels</li> </ul>
<p><b>DELIVER RESULTS</b></p> <p>Plan, Execute, Follow-up</p>	<p><b>Individual contributors</b></p> <ul style="list-style-type: none"> <li>• Do your best work</li> <li>• Manage your time to focus on the work that achieves key goals</li> <li>• Take responsibility for meeting deadlines</li> <li>• When you reach a roadblock, ask for help</li> </ul>	<p><b>People Leaders</b></p> <ul style="list-style-type: none"> <li>• Build and implement project execution plans</li> <li>• Achieve performance metrics and KPIs</li> <li>• Address roadblocks to team and individual performance</li> <li>• Hold others accountable for performance</li> </ul>	<p><b>Senior Leaders</b></p> <ul style="list-style-type: none"> <li>• Prioritize resources and initiatives based on the strategy</li> <li>• Remove roadblocks for team and individual success</li> <li>• Achieve business results that generate shareholder value</li> <li>• Create a culture of performance in the organization</li> </ul>
<p><b>LEAD THE TEAM</b></p> <p>Delegate, Empower, Inspire</p>	<p><b>Individual contributors</b></p> <ul style="list-style-type: none"> <li>• Understand what your team needs from you</li> <li>• Support your colleagues in meeting team goals and deliverables</li> <li>• Share ideas for how the team could improve its processes</li> <li>• Inspire your teammates with your dedication to the team's success</li> </ul>	<p><b>People Leaders</b></p> <ul style="list-style-type: none"> <li>• Create clear team goals based on our organizational goals</li> <li>• Help each individual see how their role supports the company's success</li> <li>• Put the right talent in place and then help them develop</li> <li>• Motivate, recognize and inspire your team</li> </ul>	<p><b>Senior Leaders</b></p> <ul style="list-style-type: none"> <li>• Communicate the company's vision and strategy</li> <li>• Structure the organization for effectiveness and efficiency</li> <li>• Hold teams and individuals accountable for performance metrics</li> <li>• Inspire the organization to deliver results</li> </ul>