



GOVERNOR'S SUMMIT ON ECONOMIC DEVELOPMENT

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BUSINESS SUCCESS

Business results...are driven by:

Loyal Customers...who are driven by:

Engaged Employees...who are driven by:

exemplary Leadership!

STRATEGIC FRAMEWORK

To Be Agriculture's Most Valued Financial Partner.

Honesty & Integrity



A team of experts delivering value to agriculture through trusted relationships and a customer owned business model.

- We are:
- Teammates
 - Leaders
 - Adaptable
 - Innovators
 - Experts
 - Values Driven
 - Servants

Make a Difference!

- Expand Market Presence
- Enhance Customer Experience
- Embrace Innovation
- Elevate Influence & Involvement
- Engage Teammates



OUR VISION

To Be Agriculture's Most Valued Financial Partner.

There is no other industry we could be more ***proud*** to be a part of, and no group of people we could be more ***honored*** to serve.

“Work gives life meaning”

CULTURE

We Are:

- Teammates
- Leaders
- Adaptable
- Innovators
- Experts
- Values Driven
- Servants

WHO WE ARE

We Are Leaders.

Leadership is about action and purpose - not position. We each bring out the best in those around us and inspire others to compete to be the best in the industry.

WHO WE ARE

We Are Servants.

“The farmers and ranchers we serve are the reason we exist. They are also a part of our extended family. Every day we focus our talents, technologies, and passions toward serving the people who are feeding the world.”

CORE VALUES

Our core values are essential
to everything we do at
Farm Credit Services of America.

Honesty & Integrity

CORE VALUES

Honesty

- It's more than just... NOT lying, cheating or stealing.
- Being candid (with respect)
- Being quick to admit mistakes
- Only saying things about others you would say to them

Integrity

- Always doing what you say you will do
- Actions consistent with words
- Doing the right thing – even when no one's watching

CANDIDATE SOURCING

- Employee Referral Program
- Employer of choice
 - Best Places to Work and Top Workplace awards
 - Young Professionals award
 - Advancement of Women award
 - Chamber of Commerce Excellence and Milestone awards
- Ambassadors and internship programs
- Contract services and temporary staffing firms

EMPLOYEE & LEADERSHIP DEVELOPMENT (& SUCCESSION)



Actual Impact on Learning:



Source: Center for Creative Leadership
CCL Learning Model

“If we grow our people . . . we grow our business!”



**Serving
with
purpose.**

