



THE PACESETTER WAY Leadership Team Insights

Brought to you this week by Justin Philipp, People Area Director

Have Each Other's Backs: Be willing to step into another role or help a teammate when it is required for success. Remember we win or lose as a team.



At Pacesetter, we frequently refer to ourselves as Team Pacesetter. Why is having each other's back and working as a team important? Because it's how we succeed. Having each other's back allows us to be flexible, nimble, and adaptable to change.

As I navigate through my day, I consistently look for places to support my fellow associates. At the end of the day, we all need each other to make the company run effectively and efficiently. We need sales to bring in customers, support staff to do an excellent job servicing our customers, and above all else, our service centers to work their magic in processing and shipping steel (I'd argue they have the hardest job of all). If one of these pieces do not work, none of the others could do their jobs...I reiterate: **we all need each other to succeed.**

What exactly does having each other's backs look like?

- It's setting aside your ego to work towards a goal greater than your own.
- It's noticing when a fellow associate is having a rough day and asking what you can do to help.
- It's going above and beyond to assist other associates.
- It's assisting new associates who are still in training.
- It's leaning on each other to draw out our strengths.

There are many other points I could have listed above, but instead, I want to issue you a challenge: As you go through your day, look for opportunities to have each other's backs. What can you do today to work towards the common goal of having each other's back?

Check back next week for more Leadership Team Insights and be sure to comment on our website about all you are doing to live out these fundamentals!

