

Statement of Best Practices

01. Overall, work towards creating an environment which promotes the realization of our Vision and Values, by focusing on behavioral modification and systematic changes.
02. Challenge the status quo by, experimenting and taking reasonable and calculated risk.
03. Think EPCL, by placing Company interest above individual, sectional, departmental and achieving these before implementing.
04. Collectively develop clear, concise and realistic goals, also agreeing on the process of achieving these before implementing.
05. Balance task, team and individual needs, by keeping the helicopter view.
06. Work through teams, by valuing all ideas and effectively committing people through consensus building and active involvement.
07. Remind each other on the importance of using participatory processes, just as much as emphasizing attention on safety, quality and continuous improvement.
08. Recognize individual needs and help fulfill them.
09. Trust each other by delegating authority and decision making to the lowest possible level.
10. Encourage sharing a clear, consistent and timely feedback for learning and growth.
11. Give everyone a chance by listening patiently and thinking before speaking.
12. Recognize team and individual efforts to change by celebrating both lessons and successes.