

# THE MISSION OF THE UNION OF ENTREPRENEURS AND EMPLOYERS (ZPP)

To become the largest organisation of employers in Poland. Deliver unique value to an increasing number of satisfied Members.



## 12 VALUES OF ZPP

Reliability

Readiness for change

Customer services

Imagination

Commitment

Responsibility

No organisational barriers

Energy and speed of action

Communication

Teamwork

Training and Development

Humility

## UNCOMPROMISING RELIABILITY

They are open to ideas regardless of their source and are ready to dedicate themselves to making a project a reality.

They strive for quality and shape costs and pace to a level that allows them to compete.

They cultivate a sense of interdependence among themselves and others.

They do not seek to divide.

They have the confidence to engage others and behave in a way that does not generate barriers.

They develop clear, simple and reality-based visions and communicate them to everyone associated with them. They put and explain things in an honest and transparent way.

They have tremendous energy and the ability to impart that energy to others and encourage them.

They go beyond the conventional perspective, set aggressive targets, reward progress and, at the same time, understand responsibility and commitment.

They have a passion for excellence and continuous development and hate bureaucracy and all the nonsense that bureaucracy entails.

They have the courage and imagination to challenge well-established canons. Nothing is sacrosanct. Change is inevitable.

They accept change as a rule rather than an exception and see it as an opportunity rather than a threat. They seek to make changes before they are pressured to do so

They lack haughtiness and know how to listen to other people, no matter who they are.

They share knowledge with others rather than keeping it to themselves as an element of power and strength. There are no secrets. They do not use position in the company as an argument.

They understand that only satisfied members guarantee jobs.

We encourage these values to be made universal because we believe they are both fair and effective, but we are aware that they may not suit everyone. Those who are not keen on these principles and values are much more likely to succeed outside our organisation..

Measures: (1) Total revenue (2) Increasing number of members: trade/regional and multinational organisations y/y 5%+