



DSO Behaviors

For and with farmers, patients, consumers, and other stakeholders:

What we focus on

Mission focus

Focus on outcomes

We define and deliver highest impact outcomes.

How we show up

Enabling mindsets and behaviors

Be our best selves and include others

We respect differences, embrace inclusion, and show up as our best selves.

How we organize

More power in the hands of the people doing the work

Collaborate with accountability

We collaborate and hold each other accountable in and across teams.

How we create value

Customers and products at the center

Co-create for customers

We are close to the customer and co-create solutions for their needs.

How we get work done

Faster work cycles and continual evolution

Act, learn fast and evolve

We work in 90-day cycles, learn quickly, and continually develop.

*DSO Behaviors have been co-created by a Design Team together with catalysts and tested with various employees, business leaders and coaches.