

## GUIDING PRINCIPLES PODCAST – EPISODE 5

### We Foster a Collaborative and Inclusive Community

Hello BNSF Logistics. Thank you for taking the time to listen to this week's Guiding Principles podcast. In this week's episode, we will focus on our fifth Guiding Principle, 'We Foster a Collaborative and Inclusive Community.' Here are a few ways this is done at BNSF Logistics. First, we believe in the power of working together and we encourage collaboration at all levels. Through collaboration, we increase our ability to deliver what matters. Together we are stronger and can contribute more to each other, our customers, and communities. Shared goals and mutual support leads to greater success than working in silos. We build, support, and encourage collaboration across teams in order to solve complex problems that will continuously improve the way we work, as well as meet the needs of our customers and carriers. As stated in our previous podcast success is built on relationships and at the foundation of any relationship are trust, respect, and commitment. Relationships deliver results because we can't do our jobs without each other. Working from home has presented a new challenge to us and yet your collaboration and actions to deliver what matters have been unwavered.

Also evident in our relationship building outside BNSFL are the community efforts you, our employees, have participated in regularly both before and during this unprecedented time. The solutions we deliver on a daily basis are created by bringing our collective talents together and we believe the best results come from a diverse mix of experiences and perspectives. That brings me to the second way we foster a collaborative and inclusive community here at BNSF Logistics. We leverage diverse talents, perspectives, and resources, that challenge and push us forward as a company. We are intentional about fostering a people-first culture by understanding that every employees' voice is important in achieving our goals. We actively seek diversity of thought by hiring top talent and embracing diversity in the workplace. Different views and experiences are advantageous in a multitude of ways. Our diversity gives us perspective that will drive better business decisions. Our differences, when embraced with humility and respect, lead to more informed actions, and our inclusion of all leads to increased innovation and creativity, stronger performance, and a culture where everyone can be their authentic selves.

Lastly at BNSFL, open communication is the key to our collaboration. We want all employees to stay informed on decisions that are being made. We operate with transparency by communicating with candor, honesty, and respect. We see that clear, intentional, and effective communication, or any opportunity for feedback, are ways we build trust. Because of this, we continually take steps to improve, develop, and expand our communication abilities within the workplace. At BNSF Logistics we are one team. We work openly and cross-functionally because it enables us to build relationships, figure things out, and win as a team. We carry the load together by fostering strong relationships built on our purpose of delivering what matters. Thank you for listening. I look forward to connecting with you all next week.

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