

M&RR Culture

The M&RR culture is guided by our focus on values: those principles, beliefs and standards we choose to work by when serving our clients and each other. All members of the M&RR team are leaders.

We believe that leadership is not innate to those with a certain title, or those with current authority, but shines in those who consciously, purposefully live by principle.

Quality – Our employees demonstrate a relentless pursuit for quality processes, products and services while also continually developing excellence in their own abilities.

Team Environment – Our employees are members of a team who tap into and leverage the best ideas from other teammates and collaborate to meet goals.

Client Service – One of the most important shared responsibilities of people demonstrating leadership throughout M&RR is to align the efforts of individuals and work teams with a common vision for winning through client satisfaction.

Strong, Long Term Client/Employee Relationships - Our decisions and actions are guided by **honesty** and **integrity** and inspired by the needs of our employees and customers.

Respect for all Team Members – Team members respect and recognize the talents and unique contributions of every individual and treat everyone with respect and dignity, regardless of their position within the organization.

Entrepreneurial Spirit – People who make business decisions as if M&RR were his or her own company. They look to eliminate bureaucracy and the inefficiencies that accompany it.

Technical Superiority – M&RR strives to continually utilize the best and most up to date technology to better serve our employees and clients.

Work Life Balance – People who look for opportunities to create win-win arrangements, aligning workplace initiatives with individual values, interests and abilities. They are coaches who help others create healthy boundaries and encourage an environment where balance is rewarded.

Community Involvement – M&RR employees are proud to be involved in ever-changing efforts that support our community.