

We Value

OUR MISSION

Organizations impacting society operate within a complex framework of needs, policies, interests, and markets. Kearns & West navigates this framework to help clients communicate their vision and create productive connections with their stakeholders, employees and customers.

HOW

Kearns & West delivers customized solutions centered on stakeholder-focused strategic communications and collaboration.

Clients

- **Their Success is Our Success.** We build long-term, trusted relationships with clients.
- **Superior Customer Service.** We listen, we understand, we respond, we add value from our own skills and experience, we provide only high-quality work, we meet schedules, we communicate effectively, we admit and immediately address problems, we're easy to do business with, we pitch in, we exceed expectations.
- **We Are Partners.** We are committed to our clients' larger objectives; we understand their organizations and how we fit in.

Growth

- **Firm Growth Drives Personal Growth.** We believe that the personal aspirations of team members – accomplishment, responsibility, advancement, compensation, benefits, and variety, to name a few – are greatly enhanced by firm growth: a greater number and variety of clients, a broader range of services, and increased revenues.
- **Business Development a Foundation.** Consistent and effective business development is essential to growth and is a broadly shared responsibility among our team members.
- **Reputation Accelerates Growth.** We believe that our strong reputation and increasing national, regional, and within-market presence provide opportunities for accelerated growth.
- **Growth and Opportunity.** We need to retain valued team members by providing meaningful work and opportunities for development and growth.

Our Team

- **Our Team is All We Have.** Our collective intellect, experience, energy, drive, capabilities, personalities, and interests is our business.
- **Teamwork is Key.** We believe teams are an effective and efficient way to deliver services as well as to enrich our culture and provide visibility to our diverse skills and interests.
- **Shared Responsibilities, Shared Rewards.** We value hard work, commitment, intellect, responsibility and results and share the rewards that ensue from these.
- **Transparency.** We believe in being clear about the firm's performance, directions, and needs and how team members can contribute.

Results and Accomplishment

- **Achieving Results.** Beyond just activity, we are committed to results that help our clients achieve success.
- **Promoting Accomplishment.** Within our business framework, we want to provide to team members opportunities for personal and professional accomplishment beyond just the successful conduct of projects.

Integrity

- **Fair and Ethical.** We are fair, ethical, and truthful with everyone we deal with, including our clients, colleagues, vendors, and stakeholders.
- **High Integrity.** Integrity is important in every aspect of our business: service delivery, management, business development, and reputation building.
- **Reputation is Key.** Integrity is an essential element of the firm's reputation, which is hard won and easily lost.