



Mission Statement & Core Values

Mission Statement

Our mission is simply:

Providing professional painting and coatings applications.

Hagestad Painting Core Values

1. Serve The Community

- Serve by building relationships, building trust, and maintaining trust.
- Always lend a hand.
- Exude a humble attitude that shows respect to clients, fellow employees and other tradesmen.
- Be kind to others. Do unto others as you would have them do unto you.

2. Be a Professional Painter

- Have Integrity. Always do the right thing - especially when nobody is watching.
- Conduct yourself in a professional manner. This includes appearance, language, and cleanliness.
- Be a professional painter. If the average homeowner can do what you do better or faster, you are not a professional.
- Have an open mind - continually learn professional painting techniques and coating systems.
- Painting should be treated as a trade that takes the skills and knowledge of a trained professional to execute correctly.
- Wear Hagestad Painting with pride. Represent the company and name at all times.

3. Take Extreme Ownership

- Own every circumstance as your responsibility without concern of credit, fault or blame.
- We are NOT perfect, but we always stand behind our work. We fix our mistakes.
- Solve problems instead of pointing fingers.
- Look within to see what you can do to make situations improve. Be open to constructive criticism!
- You cannot control others, only your reactions/actions. Be humble!
- There are no bad teams, just bad leaders. Do not blame fellow employees - actively lead/train them.
- Encourage decisions to be made at the lowest possible level within the chain of command.
- Empower others to make decisions and take on responsibility.

4. Quality Always Wins Mentality

- Every project has unique circumstances and expectations, but providing quality coating applications is always required.
- Providing superior quality is never the wrong answer.
- Quality must be consistent throughout the course of a project.
- Sacrificing quality standards for production is never the right path.
- Quality does not mean slow. Quality, Efficiency and Production are achieved through skills/knowledge.

5. Be Accountable

- Be honest. Be honest with yourself and with others.
- Simply show up. Show up on time, ready to work with a positive attitude.
- Show up with the expectation of producing work.
- Produce work that is worthy of being paid for.
- Carry your workload and help your team (fellow workers) achieve success.
- Be your biggest critic. Inspect your work and your team's work thoroughly.
- Willingly recognize errors/mistakes in your work or team's work and fix them immediately.