

HAPPY, HEALTHY, SAFE, AMBITIOUS

OUR
PLEDGE
TO YOU

AS LEADERS AND MANAGERS WE PROMISE TO:

SET US UP FOR SUCCESS

- Be positive - we can do this!
- Work together to shape our vision for the future, making sure all of the team know where we are going and how they can contribute
- Celebrate our successes together
- Work as one leadership team
- Work with you to make the best use of resources so that you are able to do your job successfully
- Challenge and support each other to achieve our ambitions
- Create a learning environment where everyone is supported to flourish
- Provide clarity and consistency on roles, objectives and expectations
- Prioritise supervision
- Make sure we communicate well and that we listen
- Focus on solutions and tackle any barriers
- Encourage everyone as a leader
- Be open and honest about difficulties and work together to resolve problems

BE ROLE MODELS

- Embody the corporate values - Caring. Ambitious. Integrity. Respect.
- Show we believe in you
- Show our commitment to you and the improvement journey
- Admit it when we get it wrong
- Do what we say we will - or explain why we can't
- Be professional - be on time, present our best self
- Listen to and respect others
- Lead by example, model the behaviours we want to see
- Praise good practice and make it a habit to say thank you