



Leadership

We lead by example through our daily behaviour and professionalism, inspiring those around us to follow suit.

Expected	Desirable	Aspirational
These must be demonstrated by all of us.	All of us should try to demonstrate these.	These are required by those who would like to progress into senior/managerial roles.
We adopt our core behaviours, inspiring colleagues to follow our example.	We identify good performance and praise those who achieve.	We endeavour to promote a team ethic, engaging with colleagues to drive improvements.
We are able to communicate with all colleagues at every level.	We motivate others and promote a positive culture, engaging colleagues wherever possible.	We act as a role model that others aspire to emulate. You convey clear direction and objectives and provide constructive feedback for others.
We are driven to achieve and relish meeting targets.	We do not dwell on mistakes and take the opportunity as learning to improve.	We recognise and develop talent through mentoring and coaching, demonstrating the ability to address concerns and motivate.
	We are able to act as a mediator and resolve conflict professionally.	We make decisions to best suit the business employing the correct systems and people, creating a culture of shared purpose.

Unacceptable Behaviour

- You do not lead by example.
- You do not share information with colleagues to maintain a position of authority.
- You adopt a 'do as I say, not as I do' approach.
- You are impatient and demoralise colleagues.
- You let your personal mood dictate your treatment of colleagues.
- You focus on negative and do not take opportunities to improve.