

LEADERSHIP CHARTER

PURPOSE

To set clear expectations of behaviour for leaders at all levels.

TOGETHER
-PROUDLY-

**ENHANCE
THE
QUALITY**

**OF LIFE FOR OUR
COMMUNITY**

OUR AIM IS TO:

- Be ethical, fair and consistent leaders who role model our values
- Lead the delivery of high quality programs and services to the community in a sustainable and effective way
- Share and be open to feedback, ideas, and opportunities to improve
- Ensure a safe and healthy workplace for our people and the community
- Build an ethical, inclusive and constructive culture that attracts and retains skilled and talented employees

TO LIVE OUR VALUES WE:



Collaboration

- Work as a team towards agreed goals
- Share the load, and support each other to succeed
- Share information with team members and colleagues on a regular and timely basis
- Collaborate openly and effectively across branches and departments



Communication

- Communicate clear expectations
- Give and accept open, honest and timely feedback
- Consider different perspectives and ideas to make good decisions
- Act with respect and courage to communicate and tackle difficult issues



Integrity

- Make decisions in the best interests of our community
- Do what's right at all times
- Follow through on what we say we will do
- Be accountable and transparent in our actions and decisions
- Call each other out respectfully on inappropriate behaviour
- Inform early and often on potential risks and solutions



Efficiency

- Explore and understand opportunities and problems and identify solutions
- Use resources and funds responsibly and wisely
- Identify and share lessons learned
- Encourage ideas for continuous improvement
- Actively seek feedback to ensure we meet community needs



Leadership

- Set a vision and plan for the future
- Act to ensure the health, safety and wellbeing of people
- Lead and coach others to develop and achieve their full potential
- Take action and make decisions with empathy
- Recognise and celebrate great work