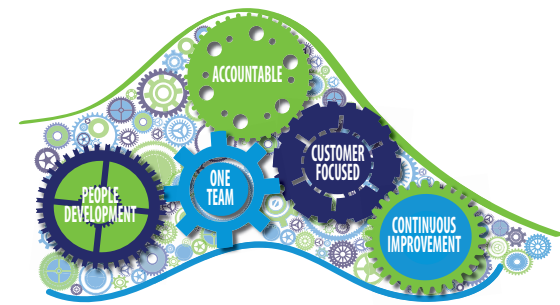


VALUES & BEHAVIOURS



ACCOUNTABLE

We are proactive and take personal responsibility.

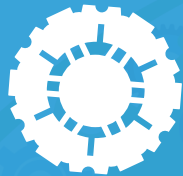
We are clear on our expectations, if in doubt we seek clarification.

We do what we say we will do and deliver our promises on time.

We hold ourselves and others accountable.

We take personal accountability for our own and others safety.

We trust individuals to do their job.



CUSTOMER FOCUSED

We are timely and responsive to our customers and community.

Our decisions and actions have the customer and community at the front of mind.

We engage with and listen to the customer.

We support each other to achieve the best outcome for the customer.



PEOPLE DEVELOPMENT

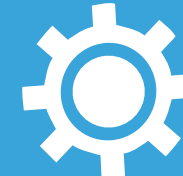
Leaders coach, support and listen to their people.

We support and develop our people to ensure they can reach their full potential.

We will seek and provide feedback with the constructive intent.

Development is focused on technical and behavioural capability.

People are valued and treated with respect regardless of position.



ONE TEAM

We work together to find solutions and opportunities.

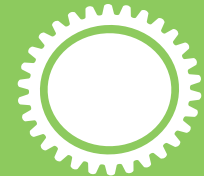
We openly share knowledge, information and resources in order to deliver the best outcome for the Council.

We talk with each other and seek ways to collaborate.

We understand our shared goals and how each area fits together.

We develop solutions with the big picture in mind ensuring we encourage collaboration and consider the impact on others.

Communication and engagement are priorities at all levels.



CONTINUOUS IMPROVEMENT

We take the time to explore better ways to do things.

We listen to and genuinely value ideas from all staff.

We accept mistakes will happen and we ensure we share the learnings.

Continuous improvement is valued as an opportunity not an expense.

We will be open to change, have an open mind and maintain a positive attitude.