

Leadership Charter

This Charter outlines the values and behaviours that strengthen our collective leadership culture. It is underpinned by shared principles for working together in ways that are:

People-led

Collaborative

Integrated

Inclusive

Altruistic

As a Leader I will

- Do what I say I am going to do
- Behave in an open, honest and ethical manner
- Be accountable for my actions and outcomes
- Share responsibility when things go well and take responsibility when they don't
- Continually learn, through participating in professional development and from experience and feedback
- Adopt a team approach, acknowledging and appreciating efforts, contributions and compromises
- Develop staff and provide them with a safe, healthy and engaging workplace
- Seek frequent, personal contact to nurture working relationships and connections across our system
- Inspire and energise continuous improvement in care for people

As a Collective Leadership Group we will

- Keep the needs of the population we serve at the centre of everything we do
- Constantly reinforce the importance of joined-up, coordinated, high quality services that improve the health and wellbeing of local people and offer value for money
- Create the belief we can do better and drive a culture of innovation and improvement
- Give honest feedback on inappropriate behaviour when we see it
- Identify conflicts and seek to resolve them collaboratively
- Commit to working together in the longer term, collectively planning and building our future together
- Embrace a transformational systems approach, where we help each other to better deliver continuous improvement
- Choose a future of collective responsibility for resources and population health

In all that we do we live our values

Trust

Respect

Integrity

Accountability

Care and Compassion

