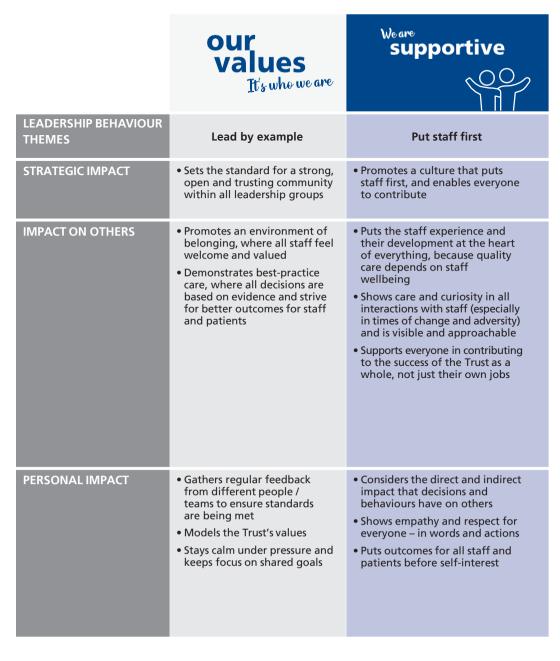


# Our values and leadership behaviours





# Our leadership behaviours



As leaders, it is crucial to understand that our behaviours contribute to what it is like to work at UHBW. That is why each of the values has a related leadership behaviour theme. This helps us focus on taking action to bring the values and behaviours to life. Through self-reflection and a determined commitment to our values and behaviours, we can all make a difference that benefits our colleagues, our patients, and the Trust.

### We are collaborative Weare innovative respectful Show strategic and agile Harness difference and Enable openness and leadership accountability togetherness Highlights local contributions • Builds the Trust's ability Continuously improves to listen, be inclusive and processes in response to as a source of Trust-wide changing demands on the welcome challenge pride and recognition Trust Creates safe space to discuss Encourages all staff to • Encourages others to work and evaluate how work has use evidence and together and treat each other gone, what can be learned try new ways of working fairly across all divisions and and improved on to learn and grow and teams deliver better patient Sets clear goals and gives Seeks different views when experiences and care feedback to support making decisions, especially continuous improvement • Inspires others - guided from people who might by the Trust's vision and be affected by potential Sees the team as individuals. purpose - and in doing outcomes and values the skills and so presents change as knowledge they offer • Encourages staff with different necessary and positive roles, skills, and experiences to work together, promoting Promotes organisational learning for the benefit diversity of thought, learning of all staff and innovation • Recognises and celebrates the contributions different divisions and teams make to the Trust-wide vision • Demonstrates open, honest Thinks strategically, Actively seeks out and and respectful conversations anticipating and adapting to listens to opinions from future trends and changing evervone • Leads the way in speaking up patient needs if something is wrong Creates opportunities to Explores new ways of collaborate so that Makes personal commitments meeting changing demands different perspectives to improve the Trust, and

placed on the Trust

and improve

 Open to trying new ideas and approaches, believing that even those that do not work still help us to learn

keeps everyone informed of

your progress

inform decision-making

# By living the leadership behaviours we:

- engage people with the values in their everyday experience at work
- enable other leaders and staff to understand their contribution in the success of the Trust by supporting the values and behaviours
- strengthen the experience of working for UHBW by creating loyalty and pride through our values
- play a crucial part in the delivery and role-modelling of the values by leading with collaboration and creating an innovative place to work where we can all do our best.

Our commitment to leading the way and following the leadership behaviours makes UHBW a place where everyone is supported, inspired and empowered to make a difference for each other and our patients.

## Values and leadership behaviours resources:

- Leadership behaviours leaflet: for your quick reference to use daily
- Leadership behaviours guide: your introduction to UHBW's leadership behaviours to help you explore and understand your impact on each behaviour and how they link to our values
- Leadership behaviours: your toolkit for leading the way to help you
  explore the values and leadership behaviours through self-directed
  learning
- Values training: available both virtually and face-to-face, please book via the learning management system (Kallidus)
- Values and behaviour resources available on the intranet: These are
  designed to support embedding our values and behaviours in your
  local areas, in addition to the above resources









We are collaborative