

Our values and leadership behaviours



**our
values**
It's who we are

Our leadership behaviours

		
LEADERSHIP BEHAVIOUR THEMES	<p>Lead by example</p>	<p>Put staff first</p>
STRATEGIC IMPACT	<ul style="list-style-type: none"> • Sets the standard for a strong, open and trusting community within all leadership groups 	<ul style="list-style-type: none"> • Promotes a culture that puts staff first, and enables everyone to contribute
IMPACT ON OTHERS	<ul style="list-style-type: none"> • Promotes an environment of belonging, where all staff feel welcome and valued • Demonstrates best-practice care, where all decisions are based on evidence and strive for better outcomes for staff and patients 	<ul style="list-style-type: none"> • Puts the staff experience and their development at the heart of everything, because quality care depends on staff wellbeing • Shows care and curiosity in all interactions with staff (especially in times of change and adversity) and is visible and approachable • Supports everyone in contributing to the success of the Trust as a whole, not just their own jobs
PERSONAL IMPACT	<ul style="list-style-type: none"> • Gathers regular feedback from different people / teams to ensure standards are being met • Models the Trust's values • Stays calm under pressure and keeps focus on shared goals 	<ul style="list-style-type: none"> • Considers the direct and indirect impact that decisions and behaviours have on others • Shows empathy and respect for everyone – in words and actions • Puts outcomes for all staff and patients before self-interest

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.

<p>We are respectful</p> 	<p>We are innovative</p> 	<p>We are collaborative</p> 
<p>Enable openness and accountability</p>	<p>Show strategic and agile leadership</p>	<p>Harness difference and togetherness</p>
<ul style="list-style-type: none"> • Builds the Trust's ability to listen, be inclusive and welcome challenge 	<ul style="list-style-type: none"> • Continuously improves processes in response to changing demands on the Trust 	<ul style="list-style-type: none"> • Highlights local contributions as a source of Trust-wide pride and recognition
<ul style="list-style-type: none"> • Creates safe space to discuss and evaluate how work has gone, what can be learned and improved on • Sets clear goals and gives feedback to support continuous improvement • Sees the team as individuals, and values the skills and knowledge they offer 	<ul style="list-style-type: none"> • Encourages all staff to use evidence and try new ways of working to learn and grow and deliver better patient experiences and care • Inspires others - guided by the Trust's vision and purpose - and in doing so presents change as necessary and positive • Promotes organisational learning for the benefit of all staff 	<ul style="list-style-type: none"> • Encourages others to work together and treat each other fairly across all divisions and teams • Seeks different views when making decisions, especially from people who might be affected by potential outcomes • Encourages staff with different roles, skills, and experiences to work together, promoting diversity of thought, learning and innovation • Recognises and celebrates the contributions different divisions and teams make to the Trust-wide vision
<ul style="list-style-type: none"> • Demonstrates open, honest and respectful conversations • Leads the way in speaking up if something is wrong • Makes personal commitments to improve the Trust, and keeps everyone informed of your progress 	<ul style="list-style-type: none"> • Thinks strategically, anticipating and adapting to future trends and changing patient needs • Explores new ways of meeting changing demands placed on the Trust • Open to trying new ideas and approaches, believing that even those that do not work still help us to learn and improve 	<ul style="list-style-type: none"> • Actively seeks out and listens to opinions from everyone • Creates opportunities to collaborate so that different perspectives 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

**our
values**

It's who we are

We are
supportive

We are
respectful

We are
innovative

We are
collaborative