

LEADERSHIP VALUES INTO ACTIONS

	WHAT OUR VALUES MEAN	OUR LEADERS WILL
Diversity	We will value each individual difference by listening, learning and challenging the way we think	<ul style="list-style-type: none"> • Never forget diversity is central to life within Vibrance. • Communicate a compelling vision of diversity that generates excitement, enthusiasm and commitment. • Create a culture where team members support and challenge each other to constantly improve and perform at their best. • Be always flexible and communicate in different ways. • Encourage ideas and contributions and explain the reasons behind decisions. • Appreciate that others may not understand so will need support. • Recognise and respond to differences.
Integrity	We will build trust through honesty, openness, taking responsibility for what we do and promising to do our best at all times. We will encourage participation, listen carefully to the people who use and work in our services and not gossip	<ul style="list-style-type: none"> • Let people know about decisions that will affect them. • Be an inspiring role model who is approachable and remains curious about what they do. • Be caring and supportive to staff and service users in a friendly and happy manner. • Empower others to speak up. • Recognise that working across teams can add value to our achievements. • Be responsible, be accountable and be visible. • Be direct, clear and concise to achieve great outcomes.
Performance	We will provide staff with the training and support they need to do a good job. We are committed to providing high quality services, focused on the person that can be kept going and are affordable. We will regularly look at this to ensure we meet the required standard	<ul style="list-style-type: none"> • Make sure our people know what is expected of them. • Support people to have great outcomes in their lives. • Confidently delegate to show trust in their staff. • Check that outcomes are achieved. • Be calm and prepared. • Ensure a high quality of service is delivered in a timely and effective manner. • Know who the key people are, both internally and externally, and how to involve them in the work we do. • Nurture a learning culture that enables staff to reach their full potential including coaching and mentoring. • Follow best practice to improve quality. • Be aware of the impact of the political and business environment that Vibrance operates within. • Make time to identify the reasons for obstacles and understand setbacks. • Make time for reflective practice. • Be independent learners. • Be punctual and responsive with deadlines. • Be allowed to learn from their mistakes in a safe environment. • Able to deal with conflict and tension within the service and remain impartial.
Challenging Barriers	We will speak out about things that are not fair, to make sure people have equal rights in their lives and everything they do	<ul style="list-style-type: none"> • Create a culture that does not accept second best. • Be a positive Ambassador, challenging negative perceptions of disability in the wider community. • Be bold and confident in making informed decisions and taking managed risks. • Be adaptable to ever-changing environments or situations. • Communicate change to others in a clear and positive way. • Develop shared values within the service.
Pioneering	We will remain passionate and ambitious about what we do and will not be afraid to take risks to support people to lead their lives as they wish	<ul style="list-style-type: none"> • Be passionate about new ideas and embrace opportunities to try new things. • Develop a talented workforce. • Generate enthusiasm, engagement and commitment to Vibrance's core purpose and vision. • Be a strong champion for Information Technology. • Encourage creativity at all levels. • Be open to new I.T. solutions to improve outcomes.