

Leadership Behaviours

The hospice's wants to recruit inspired and inspiring leaders to support a values based culture and develop high performing individuals and teams. The leadership behaviours describe what all of our leaders must be working towards.

LEADING SELF	
Integrity	Models open, honest, fair, trustworthy and transparent behaviour, is approachable and embraces the hospice's values
Accountability	Takes responsibility for their actions and delivering on their commitments, finds solutions to problems and challenges and makes things happen
Develops Self	Consistently takes steps to develop new or existing skills and acquire new knowledge and put this into practice
Emotional Awareness	Has strong self-awareness of their own emotions and those of other people and is aware of the impact of emotions (positive and negative) on themselves and others
INSPIRING OTHERS	
Purpose & Direction	Able to develop and convey a compelling sense of vision, purpose and direction to motivate others and to create an open and trusting environment
Enabling Others	Facilitates, supports, develops and encourages high performance and engagement from teams and individuals and appropriately challenges those who do not meet expected standards of performance or behaviour.
Working Together for Success	Forms effective relationships and partnerships while encouraging collaborative working both internally and externally with teams and individuals from a range of diverse backgrounds, sharing information, resources and support
Impact & Influence	Ability to persuade, influence and gain support for projects, ideas, ways of working or change programmes to deliver high performing services
ACHIEVING EXCELLENCE	
Delivering Excellence	Delivers excellence through sound decision-making and the effective deployment of resources
Innovation & Change	Generating and implementing new ideas, ways of working and creative alternatives to enhance performance and deliver solutions to challenges
Drive for Results	Setting clear standards and objectives and relentlessly drives to achieve the results and a positive outcome
Perspective & Critical Thinking	Considers and analyses all available information, taking account of the bigger picture and is effective at working across the wider organisation and beyond