

# The Gedling Leader

**“Serving People, Improving Lives”**

**As an organisation we want the best for employees and the best for customers.**

## **Purpose**

The values described by the Gedling Leader Standard apply to all Senior Leadership Team members including the Chief Executive. These values focus on shaping and developing the organisation.

In addition, Senior Leadership Team will also be expected to work to both the Gedling Manager and Gedling Employee Standards.

## **Use**

We use these values described in the Gedling Leader Standard in the following ways:

- To assess individual performance
- To assess personal development needs
- To recruit great leaders into our business
- To move unsuitable people out of our organisation
- Through all of the above, to improve the organisation’s performance

The Gedling Leader Standard has three core competencies. These are expressed as personal statements of intent and are shown on the next page.

# **The Gedling Leader**

## **Provides Direction**

- I understand the bigger picture and its implications for Gedling
- I identify and respond to new and emerging opportunities and challenges
- I create and communicate clarity out of complexity
- I set clear priorities and expectations of others

## **Creates Collaboration**

- I actively seek out and develop partnerships
- I build trust and cooperation
- I am politically astute and aware
- I see, encourage and facilitate connections
- I am great at building consensus and managing conflict

## **Generates Confidence and Commitment**

- I am high profile and visible within and outside the organisation
- I demonstrate integrity, sincerity and genuine empathy towards others
- I promote, live out and embed the Council's values
- I deliver personally and motivate others to deliver
- I create conditions for success and celebrate success