

The Gedling Manager

“Serving People, Improving Lives”

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

Purpose

Those of us in posts graded at Band 10 or above are expected to demonstrate a set of management values that set the style and tone of our organisation. The Gedling Manager Standards describe these additional requirements.

In addition to this Standard, all managers will also be expected to work to the Gedling Employee Standard.

Further still, the most senior managers in our organisation are expected to demonstrate additional values that centre on shaping and developing the organisation. These values are described by the Gedling Leader Standard and apply to all Senior Leadership Team members including the Chief Executive.

Use

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

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

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

The Gedling Manager

Drives performance and value for money

- I plan, communicate and deliver on objectives and targets
- I display energy, enthusiasm and ambition
- I see where change is needed and make it happen
- I am customer focused on quality and cost
- I am innovative, entrepreneurial and commercial

Motivates, supports and develops people

- I listen to, talk to and involve teams and individuals
- I am visible, open, approachable and responsive
- I lead from the front in demonstrating commitment to personal development
- I am empowering and decisive; I make difficult decisions
- I show praise and appreciation and tackle poor performance

Protects and enhances the Council's reputation

- I express and display pride in the Council and the community
- I am reliable, consistent and demonstrate integrity
- I anticipate and manage risk; I show political understanding and a strong public sector ethos
- I am a corporate and team player always working in the best interests of the Council's vision and values