



### SHARE THE VISION

- Be clear about where the team is heading and why it matters.
- Connect people's work to the strategy and team goals.
- Inspire action through consistent communication.



### CREATE THE CULTURE

- Build a team environment people are proud of.
- Create the level of safety and engagement for people to be their best.
- Model the behaviours you expect from others.



### CHAMPION CHANGE

- Stay curious and open-minded about what needs to improve.
- Prepare the team for change initiatives.
- Support and involve people through change.



### LEAD THE TEAM

- Know your people, their strengths and aspirations.
- Use and optimise the team's diverse skills and talents.
- Help the team to align on outcomes and ways of working.



### BUILD RELATIONSHIPS

- Interact in a way that builds trust.
- Collaborate with teams across the organisation.
- Stay open to and welcome challenge from others.



### GROW PEOPLE

- Give feedback that helps people develop.
- Coach to stretch and grow your teams.
- Create opportunities to build your team's capability.



### ACHIEVE RESULTS

- Turn plans into action with clear ownership.
- Encourage new ways of thinking to remove barriers.
- Address issues early and celebrate success.

#### Purposeful

Clear on what matters most and intentional in their actions

#### Authentic

Genuine, consistent, and human in how they lead

#### Courageous

Willing to have the hard conversations and make difficult decisions

#### Curious

Open to learning, listening, and seeing different perspectives

#### Adaptable

Able to respond and adjust in a changing environment

#### Empowering

Creating space for others to contribute, decide, and grow

#### Accountable

Taking ownership and following through on commitment