

TEAM CHARTER SENIOR LEADERSHIP TEAM (“SLT”)

Our Purpose (Why we exist)

To provide leadership and energy to the organisation and stakeholders by creating a positive and supportive environment and to determine the strategic plan.

Team principles (our how)

- We
- Are a team who tackle challenges together, tenaciously challenge and energise each other
 - Collectively own the success or failure of the team
 - Create a safe environment by maintaining confidences
 - Are considerate and make time for each other
 - Stay open and curious - putting ourselves in our colleagues' shoes – don't rush to judgement
 - Are respectful of other peoples' time and priorities
 - Invest ourselves in our team (efforts and time)
 - Support each other – mentor, collaborate, listen, share in our successes and setbacks
 - Empower and support our team members to make decisions
 - Coach each other to have courageous conversations
 - Check what has been understood – ensure we both walk away with a suggestion
 - Close the feedback loop – check what has been agreed and what we do next
 - Share opinions internally and are unified externally (conscious of our shared goals)
 - Are positive and recognise success (big and small!)
 - Call out success
 - Test for understanding
 - Review what's working well and where we can improve
 - Give people the confidence to be vulnerable so that they can talk about when they need help, and admit mistakes and weaknesses
 - Actively work on building peoples' confidence
 - Support people when they are coming up the learning curve
 - Ensure people feel praised... don't only celebrate
 - Take responsibility and know that asking for help is a sign of strength not failure
 - Understand our strengths and weakness and seek and provide support when needed

Breaching this contract is not OK

If we notice someone breaking this agreement, we will:

- Speak to them directly (not someone else) openly about it in an appropriate environment
- Understand their perspective first
- Provide your observation, describe the impact, offer a suggestion and allow time for feedback
- Call it out