

When We're Purposeful / Strategic / Future Focused.

PHYSICALLY
 Energised, + Driven, Motivated, Action/Momentum
 Excited, Smiling, 'On It', Progressing

MENTALLY
 Focussed, Positive, Clear-headed, Influential
 (I can make a difference) Confidence, Empowered.
 'on it' together, we can achieve our aims. Belief

EMOTIONALLY
 Inspiring, Open, Proud, Emotionally aware/
 full of emotion, Satisfied, Sense of belonging,
 WE, attachment, Uplifted, motivated.

DRAFTING LEADERSHIP STANDARDS

Listener Julia.
Empathetic Natalie.
Aware Sam
Adaptable x
Authentic Alexis
Visionary Sam/Phil
Insightful Julie
Custodian Alexis
Committed Nat + x |
Builds Communities



Accountful

Behaviour - Kate regularly reflects on past events to improve current situations and make informed decisions based on ++ - experience

visibility
 Kate actively makes changes once she has had an open and honest conversation with stakeholders. to bring about positive change showing resilience and elevation to the role

Impact
 People are open to ^{change} get on board and are willing to ~~try~~ ~~engage~~ fully engage in new processes. Creates ~~and~~ positive culture of openness.

+ Positively

Aware

Behaviour - SELF-AWARENESS - OPEN MINDSET
 HUMILITY - COLLECT FEEDBACK FROM JUST SUBJECTS
 'SUDEN YOU OBT' PAY AUTHORITYING
 VULNERABILITY + INTERCTIONS

Visibility
 BE WILLING TO REFLECT - IN PRESENTATION
 MAKING ^{DECISIONS} FOR ^{NO PART ALIEN PEOPLE} - ENGAGE WITH

Impact
 START FEEL HELD TO APPROACH - OPINION VALUED
 ENGAGED RE FELLOW PROFESSIONALS - MUTUAL RESPECT

Listener

Behaviour - Julie actively listens to others and ^{without interruptions} gives time to others (being present) set aside time to fully engage in the conversations.
~~to~~ Identify the right environment

visibility
 She seeks confirmation by asking ^{re context} questions, uses the right body language and respond appreciatively.

Impact - The person feels valued, respected leaving the ~~person~~ ^{motivated that} person feels motivated and supported

Authentic

Behaviour: Janet models the standards and expectations she communicates

Her actions / decisions match what she is communicating.

~~Janet is~~ ^{Janet} ~~to believe as~~ ^{is passionate and enthusiastic when modelling the standards + expectations she communicates.}

Visibility: People see her (Embodies) in formal and informal situations + communications channels
Visibly modelling ^{the} standards.

Impact: Others know where they stand and ^{the} expectations. Janet is trusted by her team.

Custodian

Behaviour: Janet ensures succession planning for long term visions / plans. Creates a secure future for the organisation
Focussing on the now while considering the future.

Visibility: Clear communication about future. Actions being taken as required.
Effective Development + Action plans are in ^{place}.

Impact: leaving better than found with potential for improvement
Offers greater ^{security} stability and sense of ^{purpose} progression for ^{them} all.

Empathic.

Behaviour:
Recognise feelings
Understands
Compassionate
Considers feelings
Responsive to their needs

Sarah is able to recognise others' thoughts and feelings and is able to relate to them. Sarah is then responsive to this.

Visibility Sarah is seen to put herself in other people's situations and ~~adapt~~ ^{adapt} her behaviour ~~based~~ ^{based} on this.

Impact: People feel seen, heard, respected and understood.
Others are able to be open and honest. People feel connected to the leader.

Committed.

Behaviour:
~~Sarah~~ ^{Sarah} Sarah

~~Some~~

Committed

dedicated engaged

and
Sarah is dedicated ~~to~~ ^{and} engaged in the culture ethos values of the organisation

Sarah actively takes about her ~~participates~~ ^{participates} and demonstrates a connection to the Trust's vision.