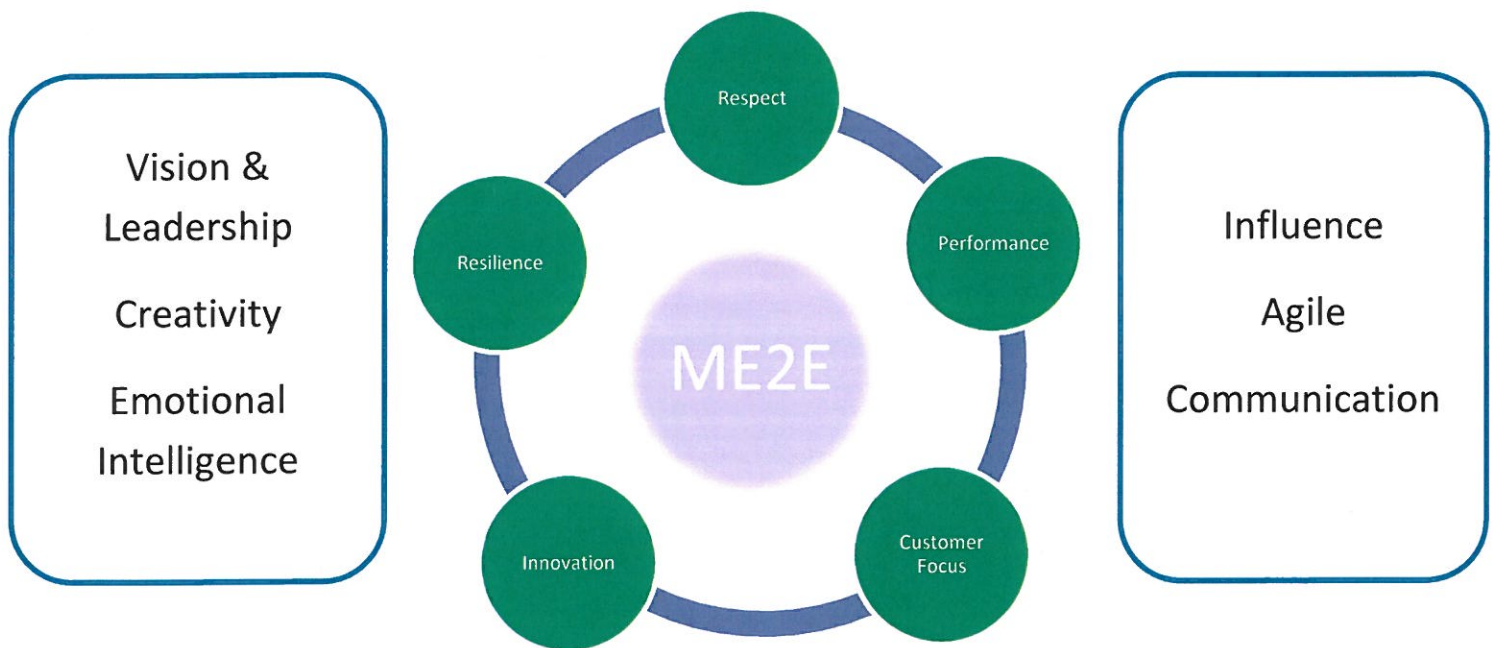


# The Melton Managers Pledge

- **121'S** – to be held as a minimum 6 times a year (once every 1-2 months)
- **APPRAISALS** – to be held annually and progress discussed in 121's
- **TEAM MEETINGS** – to be held as a minimum 6 times a year (once every 1-2 months)
- **HEADS OF SERVICE** – offer to attend at a minimum 3 times a year
- **SENIOR MANAGEMENT** – staff able to ask for attendance at least once a year

*The Melton Manager will be available to support and listen to staff by living the values and behaviours outlined below.*



**Respect - Respect ourselves and others by valuing diversity and treating others with courtesy and working cooperatively**

**Customer Focus - Thinking and acting more holistically to provide better outcomes for our citizens**

**Resilience - Motivated, committed and able to perform duties in all situations. Effectively dealing with work related problems, pressure and stress in a professional and positive manner.**

**Performance - Plans resources and activities to maximise performance while taking ownership of own development and supporting the development of others.**

**Innovation - Being creative in solving problems and approach to work, thinking "outside the box" and willing to try new ideas. Planning for the future, managing change and prepared to challenge the Status Quo - challenge to improve**