

Melton Values



	We Care Valuing others and developing ourselves; committed and passionate about what we do	We Innovate Ambitious, creative and resourceful; putting customers first and learning from feedback	We Achieve Taking responsibility and seeking excellence; always proud to serve
The Way We Work	<ul style="list-style-type: none"> ✓ I value both mine and others wellbeing, taking time to listen and support others. ✓ I strive to create a cohesive and inclusive workplace where diversity is celebrated. ✓ I am considerate, respecting and valuing different working styles and opinions. ✓ I create a positive environment, being inspired by and striving to deliver my best for our customers and colleagues. ✓ I am committed to developing myself and others, sharing knowledge and experiences. ✓ I communicate clearly, encouraging myself and others to take time to truly understand. ✓ I consider and respond to others' needs, being fair and honest in how I give/receive feedback. ✓ I ensure my workspace is safe and appropriate for all. 	<ul style="list-style-type: none"> ✓ I strive to find the best solution, challenging myself and others to find better ways to deliver for our communities and customers. ✓ I am proactive, setting and meeting expectations for our customers. ✓ I listen to customers and colleagues using feedback to improve service delivery. ✓ I actively work across all teams, to ensure we deliver the best outcome. ✓ I am curious and open to ideas, responding positively to change and learning from feedback and mistakes. ✓ I seek and consider ideas and opinions from my colleagues, partners, and community. ✓ I work effectively at pace; and try to remove obstacles that prevent me from doing so. ✓ I work in an agile and flexible way, utilising all available resources and managing my time to achieve agreed outcomes. 	<ul style="list-style-type: none"> ✓ I take pride in my work, challenging myself and others to deliver the best quality we can. ✓ I am motivated and energised to ensure we achieve our purpose and develop our services to deliver for our customers. ✓ I use insight, information, and experience to inform my work. ✓ I build and maintain successful partnerships and relationships, ensuring we influence and agree the most appropriate way forward. ✓ I am accountable, taking ownership for my actions, meeting deadlines, and making reliable decisions. ✓ I take responsibility for how I work, considering the impact of this on others. ✓ I agree and communicate with people what they can expect. ✓ I share and celebrate our successes.
The Way We Lead	<ul style="list-style-type: none"> ✓ I strive to establish an environment of trust, where the most appropriate person is able and supported to act and make decisions. ✓ As a role model, I act with authenticity and integrity, earning the respect of others. ✓ I support and coach people to develop and achieve their personal career ambitions at Melton. ✓ I encourage wide participation and seek differing perspectives. 	<ul style="list-style-type: none"> ✓ I take time to truly understand our customer and community needs and how we deliver our services at Melton to meet these. ✓ I promote innovation and creativity, encouraging others to learn and review internal and external ideas to improve. ✓ I connect and engage with those who deliver our services to develop and deliver change. ✓ I articulate and deliver a compelling vision of the future. 	<ul style="list-style-type: none"> ✓ I set clear outcomes, trusting people to deliver and constructively challenging until they are achieved. ✓ I have a strong sense of purpose, sharing this to deliver a collective sense of mission. ✓ I support others to be autonomous, working with them to consider and manage risks, and ensuring we learn from every situation. ✓ I am able and willing to be flexible, undertaking other roles as required.