

CULTURE FRAMEWORK

BEING COLLABORATIVE



We work together as a community with our partners and build lasting relationships to achieve our shared ambition.

CULTURE TRAIT

WHAT ROLE MODELS DO:

ADDITIONALLY, WHAT LEADERS DO:

ACCOUNTABLE

Take ownership of our own work & our impact on others.

Explain the why behind decisions & own the outcome.

COMMITTED

Ready to share information & knowledge with others.

Make regular contact with their team to share information & listen & include others in decision-making & tasks.

RELATIONSHIP BUILDERS

Work effectively in our own teams but also involve others outside of our immediate teams or the University.

Make space for real collaboration to happen, within or outside the University, bringing the right people together.

ACTIONS THAT COMPROMISE OUR VALUES

OUR COMMITMENT TO BEING EXCELLENT WOULD BE AFFECTED IF SOMEONE WAS NOT BEING COLLABORATIVE.

Not taking accountability for the tasks required of their role & any negative impact on others.

Not taking action when someone is perceived to be not meeting performance expectations.

Not responding to requests for information or knowledge from individuals or teams.

Using a position of influence to steer decisions without transparency.

Working in isolation & not acknowledging the needs of others.

Not seeing the benefit of including people when making decisions or achieving goals.



"I build relationships in my role by working with a cross section of faculties, services and external partners on refurbishment, audits and growth projects."

Mark Addison

TECHNICAL OPERATIONS MANAGER