

# CULTURE FRAMEWORK

## BEING INSPIRING



*We will provide an inspiring, enterprising and empowering experience for our students and staff.*

### CULTURE TRAIT

### WHAT ROLE MODELS DO:

### ADDITIONALLY, WHAT LEADERS DO:

**ENTHUSIASTIC**

Bring pride to the work we do, championing the work of others & our University.

Bring clarity on the vision/ purpose of the University & translate that message so teams understand their contribution.

**ENCOURAGING**

Motivate & support others through meaningful feedback.

Trust & empower others to grow, giving praise & constructive feedback.

**LIFE-LONG LEARNERS**

Continually seek opportunities to develop & share learning with others.

Support others to develop, working with them to seek opportunities to learn.

### ACTIONS THAT COMPROMISE OUR VALUES

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

Being overtly critical or negative & not taking pride in the work they do or the University.

Not believing in a vision or direction leaving others unclear with their role.

Domineering over a situation or task or not providing feedback.

Micromanaging rather than allowing others to develop on their own through meaningful feedback and praise.

Not being open to develop or improve their abilities to help in their role.

Not supporting others to learn.



*"I enjoy trusting colleagues, giving them a safe space to try new things, permission to succeed and to learn from mistakes and then watching them fly."*

**Sarah Redpath**  
OPERATIONS MANAGER