Values in Action

INNOVATION: *When I innovate, I...*

Work smarter, not harder by seeking efficiencies and improvements in processes and outcomes.
Consider and manage risks when exploring and implementing innovative solutions.
Continuously seek new ways of doing things to improve efficiency, effectiveness, and impact.
Foster a safe and open environment for brainstorming, sharing ideas, and exploring creative possibilities.
Collaborate and explore options with others, valuing input to refine and strengthen ideas.
Share ideas openly to promote collaboration, gain endorsement, and secure support.
Commit to continuous learning to stay informed, inspired, and innovative in my approach.
Champion and embrace diversity to bring fresh perspectives and drive impactful solutions.
Remain flexible and adaptable in the face of challenges, pivoting as needed to achieve goals.
Reflect on opportunities for improvement and actively seek ways to create efficiencies and optimise outcomes.

COLLABORATION: *When I work collaboratively, I...*

Actively listen to others' views, valuing diverse skills, knowledge, and perspectives.
Foster open communication by encouraging team members and stakeholders to share their ideas and opinions.
Engage in two-way communication to ensure understanding and alignment toward shared goals.
Proactively seek opportunities to build stronger connections with colleagues and stakeholders.
Recognise and celebrate contributions to create a supportive and motivating environment.
Explore ways to enhance engagement with stakeholders to achieve collaborative outcomes.
Demonstrate openness to new ideas and a willingness to adapt or compromise to reach common goals.
Encourage and celebrate teamwork, recognising shared successes and achievements.
Acknowledge others' ideas and contributions, showing respect for their input and efforts.
Actively support collaboration by fostering a culture of trust, respect, and mutual support within the team.

INTEGRITY: *When I act with integrity, I...*

Acknowledge and learn from my mistakes, demonstrating accountability and growth.

Act with honesty and transparency, sharing information openly, not acting for personal gain and having no hidden agenda

Admit when I am wrong and remain open to change for better outcomes.

Uphold the best interests of PHA, consistently aligning actions with its values.

Share relevant information with those impacted by my decisions to ensure clarity and trust.

Foster trust and confidence by building strong, respectful relationships.

Maintain awareness of my actions' impact on others, acting with care and responsibility.

Empower and support others, encouraging confidence and trust within the team.

Say what I mean and mean what I say, ensuring consistency and transparency between words and actions.

Role model PHA core values, promoting a positive, respectful, and accountable culture.

LEADERSHIP: *When I demonstrate leadership, I...*

Communicate clearly and effectively to foster shared understanding and alignment.

Lead by example through actions that reflect integrity, accountability, and respect.

Take initiative and stay self-motivated, driving progress and inspiring others.

Actively engage across the organisation, building connections and fostering collaboration.

Trust and empower others, valuing their skills and experience to achieve shared goals.

Make evidence-based decisions and hold myself accountable for the outcomes.

Inspire others to reach their full potential and contribute their best efforts.

Collaborate to address challenges, identify solutions, and make informed decisions.

Show respect for others by valuing diverse perspectives and fostering an inclusive environment.

Demonstrate accountability by owning my decisions and their impacts.

CARE: *When I show care, I...*

Respect and celebrate diversity, recognising and valuing different perspectives and working styles.

Acknowledge and support the wellbeing of others, understanding their emotions, pressures, and personal circumstances.

Communicate with empathy, fostering a positive and safe environment for all.

Act in the best interest of the team and organisation, promoting a culture of care and collaboration.

Build a congenial and inclusive team, encouraging trust and mutual respect.

Support others to perform at their best, offering encouragement and understanding when challenges arise.

Respect work-life balance and honour personal boundaries to support overall well-being.

Recognise and celebrate the contributions of others, showing appreciation for their efforts

Be mindful that not every day is perfect, offering patience and understanding when needed.

Promote positivity and inclusivity, ensuring everyone feels safe, supported, and valued.