

I set out and communicate clearly the long term vision, outcomes and expectations

I have strong national and regional networks. I bring in new ideas and ways of working



I work well with citizens and politicians to manage expectations and achieve the best outcomes for local people

I value the knowledge, expertise and contributions of all staff. I draw on service specialists to increase understanding and maximise opportunities

I build positive relationships with partners and all our services to create connections across the whole system

I am prepared to take difficult decisions and accept responsibility when I make mistakes

I role model and champion the behaviours within the Council and when representing the Council externally

I encourage creativity and experimentation. I find ways to unblock and minimise red tape to get things done

I acknowledge the leadership responsibility I hold and operate with a high degree of integrity and trust

I am accessible and visible to the wider workforce because relationships matter to me

I champion a culture of learning throughout the organisation

**New Council Senior Manager**