

# We are Staffordshire People

## How we Work

With pride. With purpose. With you.



# Introduction

During the launch of the new 2023-27 People Strategy, colleagues fed back that they would like something to help describe our values in action, and how we show them in the way that we work.

## Ambitious

We are ambitious for our communities and the people of Staffordshire

## Courageous

We recognise our challenges and are prepared to make courageous decisions

## Empowering

We empower and support our people by giving them the opportunity to do their jobs well

In response, people from across the organisation were invited to share their views and ideas. The results of those conversations and inputs are what you'll find in this document to describe how we like to work at Staffordshire County Council. Our people are unique and work across lots of areas and with diverse communities. Everyone will therefore have different ways of putting our values in to action.

This content provides a starting point, to help teams have conversations about what it means to be Ambitious, Courageous and Empowering in the many and varied settings we work. In the future, this content will help us to communicate how we work to our partners and those who work with and for us and to support delivery of the People Strategy, for example by helping to inform our skills development offering. The How we Work principles can provide a basis for We Talk conversations around development and growth and to help colleagues who are new to Staffordshire to get a sense of how we like to work and to understand more about our values.





# Our values

## Our values define us

We all share a common purpose of public service to the people of Staffordshire.

Our values support our Strategic Plan and vision and are at the heart of everything we do.

Our people are **A C E** and unique, which is why we want to make sure we lead them well and provide the benefits and wellbeing support they need.

Our people have different roles, different things that motivate them, different learning needs and will be at different stages of their career journey. But our values unite us to achieve amazing things.

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# We are Ambitious

We are ambitious for our communities and the people of Staffordshire.

## We do this by...

- being proactive and getting involved
- getting creative and being open to new ideas
- staying optimistic when faced with challenges
- working at pace and cutting out waste
- being prepared to have a go
- not stopping with the first idea
- keeping up to date with our own learning
- using technology to deliver better results



# We are Courageous

We recognise our challenges and are prepared to make courageous decisions.

## We do this by...

- taking ownership and being accountable
- thinking about all possibilities when faced with a problem
- making time to see how we can improve
- giving and asking for honest feedback
- not being afraid to try new ways of doing things
- doing everything we can to make change a success
- creating safe spaces where everyone feels ok to share their ideas



# We are Empowering

We empower and support our people by giving them the opportunity to do their jobs well.

## We do this by...

- focusing on results and impact
- making decisions together
- having open conversations
- sharing our learning and experiences
- talking less and listening more
- building trust
- making sure we understand what we are doing and why
- celebrating our successes
- trusting one another to make good decisions and to deliver at our best

