

Leadership and Steering Group Code of Conduct

- **Be genuine and consistent**

Traits of Being Genuine

1. **Honesty:** Always telling the truth and being transparent in your actions and communications.
2. **Authenticity:** Being true to yourself, showing your real personality, values, and beliefs without pretence.
3. **Integrity:** Adhering to strong moral and ethical principles and doing the right thing even when it's difficult.
4. **Self-Awareness:** Understanding your strengths, weaknesses, emotions, and how they affect others.
5. **Empathy:** Understanding and sharing the feelings of others, showing compassion and consideration.

Behaviours of Being Genuine

1. **Open Communication:** Sharing your thoughts and feelings openly and listening actively to others without judgment.
2. **Consistency in Actions and Words:** Ensuring your actions align with your words and promises.
3. **Vulnerability:** Willingness to show your true self, including your flaws and mistakes.
4. **Non-Judgmental Attitude:** Accepting others for who they are without imposing your views or expectations.
5. **Respect for Others:** Valuing others' opinions, feelings, and individuality.

Traits of Being Consistent

1. **Reliability:** Being dependable and trustworthy, following through on commitments.
2. **Responsibility:** Taking ownership of your actions and their consequences.
3. **Patience:** Staying calm and composed, even in challenging situations.
4. **Perseverance:** Showing determination and persistence in achieving your goals and upholding your values.
5. **Discipline:** Maintaining self-control and sticking to your principles and routines.

Behaviours of Being Consistent

1. **Regularly Keeping Promises:** Fulfilling commitments and promises on time, every time.
2. **Steady Behaviour:** Exhibiting a stable and predictable manner in different situations.
3. **Fair Treatment:** Treating everyone with the same level of respect and fairness, regardless of the circumstances.
4. **Adherence to Routines:** Following established routines and processes, which can build trust and predictability.
5. **Continuous Improvement:** Striving to improve yourself and your actions, while consistently applying what you've learned.

Combining Both Genuine and Consistent Traits and Behaviours

- **Authentic Leadership:** Leading by example with honesty and reliability, inspiring others to follow suit.
- **Trust Building:** Establishing and maintaining trust through transparent, honest, and consistent actions.
- **Strong Relationships:** Forming deep and meaningful connections based on mutual respect, understanding, and reliability.
- **Reputation Management:** Building a positive reputation over time by being known for your integrity and dependability.
- **Personal Fulfilment:** Achieving a sense of fulfilment and self-respect by living in alignment with your true self and values.

Being both genuine and consistent creates a solid foundation for personal and professional relationships, leading to long-term success and satisfaction.

- **Be knowledgeable and reflective**

Traits of Being Knowledgeable

1. **Curiosity:** A strong desire to learn, explore, and understand new things.
2. **Critical Thinking:** The ability to analyse information objectively and make reasoned judgments.
3. **Expertise:** In-depth knowledge and skill in a particular area or subject.
4. **Open-Mindedness:** Willingness to consider different perspectives and ideas.
5. **Analytical Skills:** The ability to break down complex information and understand its components.
6. **Resourcefulness:** Knowing where and how to find information and solve problems effectively.
7. **Lifelong Learning:** A commitment to continuously acquiring new knowledge and skills.

Traits of Being Reflective

1. **Self-Awareness:** Understanding your own thoughts, feelings, and behaviours, and how they affect others.
2. **Introspection:** Regularly examining your own experiences, decisions, and actions to gain deeper insight.
3. **Empathy:** Understanding and appreciating others' perspectives and feelings.
4. **Thoughtfulness:** Carefully considering the implications and consequences of your actions and decisions.
5. **Patience:** Taking the time to reflect before acting, rather than reacting impulsively.
6. **Mindfulness:** Being present and fully engaged in the moment, with a heightened awareness of your thoughts and feelings.
7. **Adaptability:** Learning from experiences and using those insights to adjust your behaviour and approach.

Behaviours Associated with Knowledgeable Traits

1. **Active Learning:** Regularly seeking out new information, taking courses, reading, and engaging in discussions.
2. **Questioning Assumptions:** Challenging existing beliefs and assumptions to gain a deeper understanding.
3. **Information Sharing:** Sharing knowledge with others and contributing to collective learning.

4. **Applying Knowledge:** Using acquired knowledge to solve problems and make informed decisions.
5. **Staying Updated:** Keeping abreast of the latest developments and trends in your field of interest.

Behaviours Associated with Reflective Traits

1. **Regular Reflection:** Setting aside time for regular self-reflection, journaling, or meditation.
2. **Seeking Feedback:** Asking for and considering feedback from others to gain new perspectives.
3. **Analysing Experiences:** Reviewing past experiences to understand what worked, what didn't, and why.
4. **Making Adjustments:** Implementing changes based on reflective insights to improve future outcomes.
5. **Balancing Action and Reflection:** Finding a balance between taking action and reflecting on those actions to learn and grow.

Combining Knowledgeable and Reflective Traits and Behaviours

- **Informed Decision-Making:** Making decisions based on a thorough understanding of the facts and thoughtful consideration of their implications.
- **Continuous Improvement:** Regularly assessing and enhancing your knowledge and skills, and learning from your experiences.
- **Effective Problem Solving:** Combining deep knowledge with reflective thinking to address challenges comprehensively.
- **Personal Growth:** Fostering a continuous cycle of learning and self-improvement.
- **Enhanced Communication:** Sharing insights and knowledge thoughtfully, considering the perspectives and needs of your audience.

By cultivating these traits and behaviours, individuals can become more effective learners, thinkers, and leaders, capable of making meaningful contributions in both their personal and professional lives.

- **Be aspirational and responsible**

Traits of Being Aspirational

1. **Visionary Thinking:** Ability to imagine and articulate a compelling future.
2. **Ambition:** Strong desire to achieve success and reach higher goals.
3. **Goal-Oriented:** Focused on setting and achieving specific objectives.
4. **Innovativeness:** Willingness to explore new ideas and take creative risks.
5. **Motivation:** Internal drive to pursue personal and professional growth.
6. **Optimism:** Positive outlook and belief in the possibility of success.
7. **Perseverance:** Persistence in the face of challenges and setbacks.

Traits of Being Responsible

1. **Accountability:** Taking ownership of your actions and their consequences.
2. **Dependability:** Being reliable and trustworthy in fulfilling commitments.
3. **Ethical Behaviour:** Adhering to moral principles and standards of conduct.
4. **Self-Discipline:** Exercising control over your actions and impulses.
5. **Diligence:** Showing care and effort in completing tasks and responsibilities.
6. **Integrity:** Maintaining honesty and strong moral principles.
7. **Consideration:** Being mindful of how your actions affect others and the environment.

Behaviours Associated with Aspirational Traits

1. **Setting Goals:** Regularly establishing short-term and long-term objectives.
2. **Planning and Strategizing:** Developing detailed plans to achieve goals.
3. **Seeking Opportunities:** Actively looking for new opportunities for growth and advancement.
4. **Continuous Learning:** Engaging in ongoing education and skill development.
5. **Networking:** Building relationships that can support and inspire your aspirations.
6. **Taking Initiative:** Proactively pursuing your goals and taking action without waiting for external prompts.
7. **Celebrating Progress:** Acknowledging and celebrating milestones and achievements along the way.

Behaviours Associated with Responsible Traits

1. **Meeting Deadlines:** Completing tasks and fulfilling commitments on time.
2. **Admitting Mistakes:** Acknowledging errors and taking steps to correct them.
3. **Maintaining Transparency:** Being open and honest in your communications and actions.
4. **Practising Self-Control:** Managing your emotions and behaviours effectively.
5. **Following Through:** Consistently delivering on promises and responsibilities.
6. **Ethical Decision-Making:** Making choices that align with ethical standards and principles.
7. **Community Involvement:** Contributing to the well-being of your community and helping others.

Combining Aspirational and Responsible Traits and Behaviours

- **Balanced Ambition:** Pursuing ambitious goals while maintaining ethical standards and responsibilities.
- **Sustainable Success:** Achieving long-term success by combining visionary thinking with accountable actions.
- **Trustworthy Leadership:** Leading by example, inspiring others with your vision, and earning their trust through responsible behaviour.
- **Holistic Growth:** Focusing on personal and professional development while considering the impact on others and the environment.
- **Informed Risk-Taking:** Taking calculated risks to achieve aspirations while being mindful of responsibilities and potential consequences.

By embodying both aspirational and responsible traits, individuals can achieve their goals in a way that is sustainable, ethical, and beneficial to themselves and others.

- **Be generous and collaborative**

Traits of Being Generous

1. **Altruism:** A genuine concern for the welfare of others and a desire to help them.
2. **Empathy:** The ability to understand and share the feelings of others.
3. **Kindness:** A disposition to be considerate, helpful, and caring.
4. **Selflessness:** Putting the needs and interests of others before your own.
5. **Gratitude:** Appreciation for what you have and a willingness to share it with others.
6. **Compassion:** A deep awareness of the suffering of others coupled with the desire to alleviate it.
7. **Charity:** Willingness to give time, resources, or support to those in need.

Behaviours Associated with Generous Traits

1. **Sharing Resources:** Providing time, money, knowledge, or other resources to help others.
2. **Offering Help:** Volunteering to assist others without expecting anything in return.
3. **Listening Actively:** Giving others your full attention and showing genuine interest in their concerns.
4. **Giving Praise:** Recognizing and appreciating the efforts and achievements of others.
5. **Forgiving:** Letting go of grudges and showing mercy to those who have wronged you.
6. **Supporting Causes:** Actively contributing to charitable causes and community initiatives.
7. **Random Acts of Kindness:** Performing kind acts spontaneously to brighten someone's day.

Traits of Being Collaborative

1. **Team Orientation:** Preference for working with others rather than alone.
2. **Communication Skills:** Ability to convey ideas clearly and listen effectively.
3. **Flexibility:** Willingness to adapt and compromise to achieve group goals.
4. **Respect:** Valuing the opinions, contributions, and abilities of others.
5. **Dependability:** Being reliable and accountable in team settings.
6. **Open-Mindedness:** Willingness to consider different perspectives and ideas.
7. **Conflict Resolution:** Ability to mediate and resolve disagreements constructively.

Behaviours Associated with Collaborative Traits

1. **Active Participation:** Engaging fully in team activities and contributing ideas and efforts.
2. **Sharing Knowledge:** Providing valuable information and insights to the team.
3. **Encouraging Others:** Motivating and supporting team members to achieve their best.
4. **Facilitating Cooperation:** Promoting a cooperative environment where everyone feels valued.
5. **Building Consensus:** Working towards agreements that satisfy the group's objectives.
6. **Recognizing Contributions:** Acknowledging and celebrating the efforts and achievements of team members.
7. **Continuous Improvement:** Seeking feedback and striving to enhance team processes and outcomes.

Combining Generous and Collaborative Traits and Behaviours

- **Community Building:** Fostering a sense of community and mutual support within teams and groups.
- **Shared Success:** Celebrating collective achievements and recognizing the contributions of all members.
- **Empathetic Leadership:** Leading with compassion and understanding, ensuring everyone feels heard and valued.
- **Effective Teamwork:** Combining the strengths of team members to achieve common goals efficiently and harmoniously.
- **Positive Work Environment:** Creating an atmosphere where generosity and collaboration are encouraged and rewarded.
- **Conflict Prevention:** Reducing the likelihood of conflicts through a supportive and cooperative approach.
- **Enhanced Innovation:** Leveraging diverse perspectives and collective creativity to drive innovation and problem-solving.

By embodying both generous and collaborative traits, individuals can create strong, supportive relationships and work environments that benefit everyone involved.