

# The Tfc Way

## Working Together:

Our people will work collaboratively and across all boundaries



Keeping children and their families at the centre of everything we do



Working collaboratively across teams and partnerships



Be inclusive. Harness diversity by valuing differences



When working together, be transparent, open, kind and respectful



Listen to, and value, all contributions responding with integrity

## Curious and Creative:

Our people will innovate and find new and creative solutions



Be curious in asking questions, gathering the facts and providing challenge when needed



Taking personal responsibility for resolving problems



Proactively seek new ways of working



Sharing ideas and creative solutions



Ask yourself how change makes the difference

## Maximising Potential:

Our people will maximise resources and working methods to their full potential



Effectively managing self with consideration on the impact for others



Using all available resources and tools available



Working smartly through planning, managing and prioritising workload



Continually seeking effective and efficient improvements

## Empowering Self and Others:

Our people will be supported and empowered to make decisions



Take personal responsibility for your role and doing it to the best of your ability – no blame culture



Proactively support, enable and learn from others



Adopting a growth mindset approach and actively applying and embedding learning



Actively seeking feedback on own performance from others



Taking responsibility for understanding how your goals into the bigger picture

## Embracing Change:

Our people will be receptive and adaptable to change



Adopt the positive when change occurs, as we constantly evolve, adapt and grow



Understand the need for change, appreciate different perspectives and wider impact



Demonstrate personal resilience – adaptable, flexible and professional



Lead and champion the change to become the difference

## Achieving Excellence:

Our people will strive for excellence in everything they do, everyday



Passion and commitment for delivering the highest possible standards of working



Respond to need and striving to ensure the best possible outcomes



Understanding how their goals and working methods align and impact on others



Build trust by delivering against expectations and doing what you say you are going to do

## Leadership:

Our leaders will create the culture where all people can work, grow and thrive



Nurturing a supportive culture where all people can work, grow and thrive



Providing consistent and positive levels of support and challenge to build trusting relationships



Being visible and accessible across all of Tfc and provide clear communication, direction and guidance



Sponsoring talent and stretching individuals through mentoring and coaching to create the next generation of managers and leaders



Leading by example through role modelling the Thrive@Tfc, inspiring people to become role models themselves



Being true to behaviours and helping all staff to adopt the Thrive@Tfc behaviours