



Values-Led Approach

The University' has adopted a values-led approach to achieving [Strategy 2030](#) by launching a Behaviours Charter to support us consider HOW we reflect these values in our jobs.

The following guidance will support you adopt a values-led approach in your area, lead behavior focused conversations and/or reflect on your own values and behaviours.

Option and Audience	Purpose
<p>Values-Led Approach to Achieving Your Department's Priorities</p> <p>As Senior Leaders and Managers use the following briefing note setting out the steps to adopt a values-led approach to achieve your strategic priorities and departmental Plan.</p> <p>Briefing Note</p>	<p>For Senior Leaders and Managers to adopt a values-led approach within their department</p>
<p>Adopting Values-Led Leadership Practices</p> <p>The following resources provide access to help you reflect on your own leadership style and how to take a values-led approach.</p> <p>Values-Led Leadership Theories</p> <p>Authentic Leadership</p> <p>Ethical Leadership</p> <p>Servant Leadership</p> <p>Other Learning</p> <p>Communicating Values</p> <p>Human Centred Leadership</p> <p>Self-Awareness, Authenticity & Leadership</p> <p>Leading with Kindness and Strength</p> <p>Leading with Values by Stew Friedman</p> <p>Vulnerable Leadership – the Power of Opening Up</p> <p>What are your values?</p> <p>Advance HE Resources</p> <p>Personal ethics and values (Governance briefing note)</p>	<p>Leaders and Managers to reflect on their own leadership style and practices</p>



<p>Holding Values-Led Conversations</p> <p>Use the following Behaviours Charter guidance to help you facilitate performance and development conversations about HOW staff are working.</p> <p>Setting Objectives, Offering Support and Annual Review</p>	<p>Leaders and Managers to regularly dedicate time in 1:1s to talk about the behaviours and share feedback</p>
<p>Supporting Staff Reflect on Their Values and Behaviours</p> <p>The following resources can support staff to reflect on the behaviours as individuals and within your team:</p> <p>The Behaviours Charter</p> <p>Identifying Team Values</p> <p>Identifying Your Own Values</p>	<p>All staff should access these resources and consider any implications for their work.</p> <p>Leaders and Managers should communicate the relevant information to their work areas and host facilitated discussions at team meetings and one to one discussions.</p>

Learning and Organisation Development also offer support on **Change, Digital Skills, Equality, Diversity & Inclusion, Academic Context** and **Meaningful Conversations**.