

Organisational Vision, Values and Behaviours

Vision & Culture Task and Finish Group



**West
Northamptonshire
Council**

Update

- Following initial work by T&F group we have completed the stakeholder engagement holding 8 Focus Group sessions:
 - Schools
 - Children & Young People
 - Service Users Business
 - Service Users Residents
 - Members
 - Stakeholders
 - Trade Unions
 - Employees

- Their feedback has been collated and shared
- Meeting with T&F members on 14th January reviewed the output, messages and themes

- This pack now sets out the output of the final T&F group for consideration:
 - the recommended 2 options for our West Northants Vision, and
 - The key values that emerged and suggested values Charter for the Council

Option 1 - Vision:



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A great place to live, work, visit & thrive

Option 1 – Fuller Vision statement:

"Our ambition is simple: to make West Northants a great place to live, work and visit – a place where everyone can thrive"

Option 2 - Vision:



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Making a difference everyday

Option 2 – Fuller Vision Statement:

"Our ambition is simple: to deliver great services which stimulate positive change and make a difference to everyone, everywhere and with everything we do"

Values – Feedback:

Stakeholder feedback on values highlighted the key common themes below

THRIVE:

- **Trust**
 - Comes across clearly from the focus groups that reputationally trust from employees and residents in our organisation this is key
- **High Performing or Health/y**
 - High Performing: need to set our stall out somewhere, need to be aiming for success, best in class, getting the basics right, etc
 - Health/y: Residents/communities, the role of a Unitary Council, Public Health, Covid, healthy staff, healthy minds, healthy environment, healthy bank balance
- **Respect**
 - All, diversity, equality, residents, employees, each other, our customers, our partners, our speech, our behaviour
- **Innovate**
 - What's different, what's new, don't repeat the same, always looking to improve where appropriate, trying ideas, agile, leading the way
- **Value**
 - Each other, residents, employees, for money, peoples differences
- **Empower**
 - Communities, employees, individuals, team, empower to innovate, empower to make decisions, trust to make decisions and follow processes

These have been turned into a working charter that can be used internally and externally and within our workforce and staff development plansnext page

Suggested Values & Behaviours charter

T	TRUST We are honest, fair, transparent and accountable. We can be trusted to do what we say we will.	HIGH PERFORMING We get the basics right and what we do, we do well. We manage our business efficiently.	RESPECT We respect each other and our customers in a diverse, professional and supportive environment.
H			
R	OUR CORE VALUES		
I	 		
V	INNOVATE We encourage curiosity, are creative and seize opportunities to grow individually, as an organisation and as an area.	VALUE We value each others skills, experience and ideas and we celebrate our similarities, differences and environment.	EMPOWER We believe in people, will listen, learn and trust them to make decisions. We help people to realise their ambitions.
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Next Steps

- Tasks and Finish group confirmation of the final options
- Recommendations presented to the Executive on 12th February
- Adopted ideas to be used in our comms campaigns internally and externally to set a new and clear direction for West Northants as:
 - A Provider of services to residents and buisness
 - An employer
 - A Partner