Leadership Behaviours

**Being a leader**

1. Thinks strategically, taking an open and long-term view of possibilities
2. Articulates a clear vision, engaging others in the process
3. Acts purposefully and decisively to enable the achievement of goals and objectives
4. Takes responsibility and acts with integrity based on strong self-awareness and continuous reflection
5. Shows courage, resilience and creativity in approaching problems and difficult decisions
6. Leads inclusively and champions equality and diversity

**Working with others**

1. Builds effective relationships
2. Develops, motivates and supports others
3. Facilitates open and transparent communication
4. Encourages and values feedback and contributions
5. Empowers others to contribute and deliver
6. Is accountable for own actions and decisions and encourages accountability in others

**Getting things done**

1. Achieves agreed objectives, using resources and deploying staff flexibly
2. Thinks ahead, planning and delegating work and leading change effectively
3. Influences stakeholders to achieve desired change
4. Makes the most of current and emerging talent
5. Shows awareness of the wider context of the university, managing risk and reputation
6. Seeks to do things better, evaluating progress, innovating and taking action where necessary