Leadership Frameworks	
Supportive	Actively available and visible to invest time with people and listen to their thoughts and understand their own well-being. Leading from the front I will endeavour to help guide people to a solution or simply be available.
Coach	Maintain a consistent level of guidance to help the individual improve in their desire to succeed. Sharing experiences that will help their understanding of the situation while setting personal goals accordingly.
Planner	Based on the level of responsibility of role, I will deliver and define a structure that clearly outlines our future roadmap with clear objectives. Regular review of performance is key to keep plans on track.
Winner	Building an environment where people strive to be part of a winning organisation. Influence and inspiration can and should be given regularly to the stakeholders while ensuring recognition is delivered accordingly.
Supportive	Willing to help colleagues and pass on personal experience and learnings, both positive and negative. EG e-mail management help
Approachable	Colleagues feel comfortable in approaching me to talk about any issues they or a fellow colleague may be encountering
Builds strong, lasting relationships	Have productive long term and mutually beneficial relationships with all department heads EG finance/property/transport/credit control
Communication:	Actively listening , building relationships so it makes you aware of verbal and none verbal responses
Respectful:	Respecting others thoughts, feelings and ideas, ensuring you think before you speak, showing compassion when needed
Credible:	Display behaviours & attitudes which enable actions to back up words, developing a culture of Trust and Transparency
Adaptable:	Having the ability to grow and develop to a changing environment, with having the emotional intelligence to be flexible to individual/ corporate needs
Trust and Credibility	building relationships and demonstrating integrity and trust towards my team in what I say and what I do. Build and environment which inspires confidence and empowering those around me to develop their own skills to contribute towards this.
Honesty	telling the truth whether good or bad and build and environment of honesty within the team.
Team player	understanding the task at hand and contributing my skills and knowledge to achieve goals and targets. Ensuring all team members understand their role to play and utilizing their skills whilst contributing my skills and knowledge to achieve objectives goals and targets.
Fairness	To ensure that everybody is heard and treated equally. Be open and willing to consider all aspects of other people's opinions and perspectives. Be Kind.
Determined/Driven	To remain focused and engaged to achieve results and success. Take responsibility to motivate and support others to achieve their goals.
Passionate/Energised	Be accountable to create a culture of positive energy and engagement by remaining passionate about what we need to deliver as a team and as a wider business.

To be Authentic/ Integrity	• Honest in delivery • Give constructive feedback. • Appropriate level of challenge to encourage others to think • Credible – Not to over promise if the request is unachievable in the timeframe given Have a greater understanding of my position in the business and consider how messages need to now delivered in my capacity
To be Emotionally Intelligent	• Active Listening • Supportive of others and approachable • Responding to what is being shared • Less reactive – encourage others to think about their position (Empower) Enjoyment and Fun
To Empower	• Ask supplementary Questions. • Give direction and pose Questions. • To delegate more and encourage other to take risks and have full ownership Leaving a legacy whereby individuals have been given the chance to grow
To focus on Performance	• Make tough decisions when needed • To be more focussed on the objective To be more confident in my ability and knowledge in situations of conflict and challenge
Fair	I would like to be seen as strong but fair
Honourable	While keeping family values at the heart of the operations and ensuring we put our people first to support and enable delivery to our customers and business goals
Knowledgeable	good knowledge in my department and how it effects the business directly
Brings Value to both own team and wider team	contributions to continued improvement to support the business growth and my individual departments to support this
Innovative	Finding new and innovative ways of operating by equipping teams with knowledge and intelligence around people, product and process to provide the best gains in efficiency
Co-operative	Team driven to achieve common goals, approach challenges as one in the interest of meeting business targets and overcoming barriers to market opportunities
Service	Passionate about providing a high level of service through strong relationships and implementation of improvement tools to achieve back end efficiency through front end accuracy