Civil Service Leadership Statement

As Civil Service leaders, we take responsibility for the effective delivery of the Government’s programme and Ministers’ priorities, living the Civil Service’s values and serving the public.

Inspiring about our work and its future

- We will show our pride in and passion for public service, communicating purpose and direction with clarity and enthusiasm.
- We will value and reward professional excellence and expertise.
- We will reward innovation and initiative, ensuring we learn from what has not worked as well as what has worked.

Confident in our engagement

- We will be straightforward, truthful and candid in our communications, surfacing tensions and resolving ambiguities.
- We will give our teams honest feedback, supporting our teams to succeed.
- We will be team players, and will not tolerate uncollaborative behaviour which protects silos and departmentalism.

Empowering our teams to deliver

- We will give our teams the space and authority to deliver their priorities effectively.
- We will be visible, approachable, and welcome challenge, however uncomfortable.
- We will champion both difference and external experience, recognising the value they bring.
- We will invest in the capabilities of our people, to be effective now and in the future.

Civil Service
TOP TIPS

- Ask yourself the question, **who would follow you?**
- Raise your visibility by deleting that email, and going to speak to the person face to face. **Messages delivered in person** are much more effective.
- **Vision, goals and values** are vitally important to being inspiring. Communicate them early and often.
- ‘Every day I communicate the behaviours I expect in the organisation, and sometimes I even use words’ - **Practice what you preach.**
- **Take risks!** Embrace new ideas and approaches - you are likely to inspire others to do the same.
- **Share lessons from successes and failures**, leading in this way sets a really powerful example.
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**Inspiring**
about our work and its future
- We will show our pride in and passion for public service, communicating purpose and direction with clarity and enthusiasm.
- We will lead and model professional excellence and expertise.
- We will reward innovation and initiative, ensuring we learn from what has not worked as well as what has worked.

**Confident**
in our engagement
- We will be straightforward, truthful and candid in our communications, surfacing tensions and resolving ambiguities.
- We will give clear, honest feedback, supporting our teams to succeed.
- We will be team players, and will not tolerate uncollaborative behaviour which protects silos and departmentalism.

**Empowering**
our teams to deliver
- We will give our teams the space and authority to deliver their clearly set objectives.
- We will be visible, approachable, and welcome challenge, however uncomfortable.
- We will champion both difference and external experience, recognising the value they bring.
- We will invest in the capabilities of our people, to be effective now and in the future.

BE CONFIDENT
TOP TIPS

• Talk openly about what you find challenging. Confident leaders are not afraid to ask for help, they draw on the talents of others without feeling threatened.

• Look facts and situations squarely in the face and communicate what they are telling you clearly – this straightforward approach inspires the confidence of others.

• Try something new – it could be as simple as speaking to colleagues in a different department to see how they approach a problem, what could you learn?

• Take responsibility for organising a team activity – a simple personality quiz can be a good way to learn how to work better together.

• Be prepared to listen and adjust your views, the best leaders don’t just pay lip service to others’ views.
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**Inspiring**
about our work and its future

- We will show our pride in and passion for public service, communicating purpose and direction with clarity and enthusiasm.
- We will be visible, approachable, and welcome challenge, however uncomfortable.
- We will champion both difference and external experience, recognising the value they bring.
- We will invest in the capabilities of our people, to be effective now and in the future.

**Confident**
in our engagement

- We will be straightforward, truthful and candid in our communications, pursuing transparency and resolving disagreements.
- We will give clear, honest feedback, supporting our teams to succeed.
- We will be team players, and will not tolerate uncollaborative behaviour which protects silos and departmentalism.

**Empowering**
our teams to deliver

- We will give our teams the space and autonomy to plan the delivery of objectives.
- We will be visible, approachable, and welcome challenge, however uncomfortable.
- We will champion both difference and external experience, recognising the value they bring.
- We will invest in the capabilities of our people, to be effective now and in the future.

Civil Service Leadership Statement

BE EMPOWERING
TOP TIPS

- Appreciate people’s efforts - make your team feel genuinely valued by including them in your work and sharing responsibilities.
- Give others reasons to be independent – people will rise to high expectations and feel empowered as a result.
- Define the goal really clearly, but not the path to get there.
- Good leaders listen. Invite feedback and challenge – it’s the key to constant self-improvement.
- Make a commitment to bring your whole self to work and champion others that do the same. What is it about you that you feel like you can’t share at work?