

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 support professional excellence and expertise
- We will reward innovation and initiative, ensuring we learn from what has not worked as well as what has

Confident

in our engagement

- We will be straightforward, truthful and candid in our communications, ensuring that we provide clear and resolute messages
- We will give and accept 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 deliver their own 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

BE INSPIRING

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

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- We will show our pride in and passion for public service, communicating purpose and direction with clarity and enthusiasm
- We will care 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

Confident

in our engagement

- We will be straightforward, truthful and candid in our communications, including decisions and resolving ambiguities
- We will give clear front-line 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 own set of objectives
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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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- We will show our pride in and passion for public service, communicating purpose and direction with clarity and consistency
- We will value 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

Confident

in our engagement

- We will be straightforward, truthful and candid in our communications, giving insight and resolving challenges
- We will give 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
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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?