What we will do for you

- Communicate with you clearly in an open, honest & transparent way
- Clarify roles, responsibilities & expectations
- Empower and support you in your decisionmaking
- Involve you at an early stage in developing ideas
- Trust you to lead change and engage your staff in continuous service improvement
- Ensure you receive good quality supervision & an annual EPDR
- Provide opportunities for learning & development &"permission" to engage
- Enable opportunities for peer support

Managers will be expected to

- Be an advocate for the Council
- Be accountable for your actions & transparent & open in your decision making
- Lead by example
- Be **resilient** and supportive of others
- Ensure the **delivery of good quality services**
- Communicate key messages & provide feedback
- Recognise good **performance** & address underperformance
- Listen to & **engage staff** in continuous improvement
- Lead service change & contribute to wider cultural change
- Advocate for & support corporate policies, procedures & systems
- Ensure that people are safe by effective identification & management of risk
- Take up development opportunities & encourage others to do so

The Leadership Deal