

JSCC discussion paper: How the values can shape the future culture at the Council

Introduction

This paper is intended to support discussion about how the organisational values can shape the future culture of the organisation. Previous discussions have focussed on the wider Shaping our Future programme and the development and communication of the values. This discussion is focussed more on how we can use and reference the values in a way that positively reinforces and shifts our culture for the future.

Our Values

The values are:

- Listening
- Together
- Learning
- Adaptable
- Inclusive

In full:

- We work **together** and support each other to deliver the best we can
- We **listen** to and consider the views of each other, our partners and our customers
- We **learn** from others and are open to change
- We are **adaptable** in finding solutions for each other, our partners and our customers
- We are **inclusive** and value diversity

Values are intended to describe what is important to us as an organisation and the behaviours we need to demonstrate to make the values come alive.

What is Organisational Culture?

- Values and beliefs which are shared
- The taken for granted and shared meanings that people assign to their social surroundings
- The glue that holds it together
- “How things are done around here”

Why is it Important?

- Culture is often left to chance
- You can't not have a culture
- Positive culture is a significant factor for job seekers deciding whether to accept a job offer

- A positive culture is also seen as a significant motivational factor and a benefit

How the Values can be used in practice

- As a way of being an employer of choice for perspective candidates
- As a means of establishing clear expectations and managing performance
- By integrating them into all our training, particularly those that relate to our priorities such as 'People First'
- To work towards an alignment between the officers values and those demonstrated by members in their role
- To aid decision making by asking "is this in line with our values"?
- To ensure a consistency of approach and behaviors
- As an aid to recruitment by ensuring we appoint staff with personal values are aligned with the organisations.