

#TeamSK Values

September 2022



SOUTH
KESTEVEN
DISTRICT
COUNCIL

Our values

What values should be...

A fundamental part of the Council's identity

Be meaningful and authentic

Resonate with colleagues

Lay the foundation for what the Council cares about most

Provide a benchmark for new employees

Underpin our policies, procedures and the way we do things

SKDC Current Values...

Our current values are:

Accountability, Flexibility, Agility, Equity, Networking, Always learning and Talent.

The feedback is that many employees do not know what the current values are, they do not all resonate with our people and they are not embedded.

Our approach...

Feedback on existing values

People Panel discussion

Values survey

Company-wide discussion

Councillors Feedback

Launch

Embed



Discussions to start to explore what's important...

What makes our people proud to work for SKDC?

What is important to our people at work?

What is important to SKDC and what are our strengths?

Involving our people across the Council with discussions about our values and a survey which asks them to rank importance of potential values.

Our Values

We'd love to hear your views on what you think SKDC's corporate values should be. ...

1. What team do you work in?

Enter your answer

2. What is most important to you at work? Put the values below in order of importance with the top being most important.

Making it happen

Flexibility

#TeamSK Values

Our values...

Our values should be a fundamental part of SKDC's identity. They should be meaningful to our people and lay the foundation for what we care about most.

Lots of organisations have a thriving company culture that have a clear set of core values. They aren't just words – they bring the 'why' to life, support the organisation's purpose and underpin the way colleagues do things.

Here are some examples:

- Met Police – professionalism, integrity, courage and compassion
- NHS – working together, respect and dignity, commitment to quality of care, compassion, improving lives and everyone counts.
- Facebook – be bold, focus on impact, move fast, be open and build social value

We've had feedback that our current values – accountability, flexibility, agility, equity, networking, always learning and talent – are not familiar and don't always resonate with colleagues.

That's why we're having a refresh and we'd love to hear from you.

Discuss...

What makes you proud to work for SKDC?

What is important to SKDC and what are our strengths?

What is important to you at work?

What do you think our values should be?

Complete this online survey to tell us how well you relate to these values.

What's important to SKDC and to you?

[Click here to complete the survey](#)



Some feedback so far...

I feel SKDC is a force for good. We're making the community a better place and making a difference to people.

Trust is vital. I feel my manager trusts me, but gaining the community's trust is also important.

The #TeamSK Way...

We need to always strive to do what we say we're going to do.

I'm proud to work for a not for profit – I'm proud that we make a difference.

Feeling empowered makes a massive difference to the work we do.

At #TeamSK, we...

- Work together
- Are forward thinking
- Positive
- Make it happen
- Are flexible
- Are diverse
- Trust each other
- Want to make a difference
- Are innovative
- Do it together
- Are honest
- Respect each other
- Are fair
- Are accountable
- Celebrate success
- Are kind
- Develop and grow
- Value everyone
- Listen
- Show empathy



Next steps



- Member involvement in this process is important. Councillors are a key part of SKDC and advocate what our community needs from their Council.
- A key next step will therefore be the involvement of members in the process.
 - This could be a 'Values Workshop' with Employment Committee and/or representatives from the wider Councillor network and we would welcome views on this.