

# Evelina London Leadership Behaviours

## Leading with kindness

- provide a caring environment for the people I lead and value diversity

I will

- treat everyone as an individual
- listen to and respect the views of others
- be courteous and kind
- encourage a climate of high expectation

## Visible and engaged

- engage with the people that deliver services to children and families

I will

- commit to spending time with the people who deliver our services
- involve others in decision making
- be a visible champion of improvement
- encourage learning and continuous development
- be reliable, someone my colleagues can rely on

## Absolute focus

- remain focused on the vision and strategy

I will

- be passionate, optimistic and “can do”
- do what I say I’m going to do
- devolve authority and responsibility
- drive continuous improvement
- focus on Evelina London’s priorities and objectives

## Open and honest

- model transparency about results, outcomes, progress, aims and defects

I will

- ask for help, admit to mistakes and embrace feedback
- be a critical friend
- be clear about what is expected from me and my team
- take personal responsibility
- keep people informed
- celebrate success
- be curious and open-minded

## Collaborating and connecting

- encourage and practise collaboration across the wider system

I will

- work in partnership
- build and develop relationships
- understand the wider context in which we operate