

# CONNECTING WITH OUR VALUES

How Leeds Beckett's  
values help to deliver  
our work.



TEAMWORK

INCLUSIVE

INTEGRITY

PURPOSEFUL

PRAGMATISM

AMBITION

# WHY VALUES?

Organisations which have strong values give everyone a common purpose.

Values help us with HOW we achieve our plans and goals. They guide our interactions and connections with others.

They help inform big-picture decisions like our strategic planning; to everyday tasks, like why we choose one supplier over another.

We want our values to be more than just words in a poster on a wall.

Values work best when they are lived through our actions and behaviour in the delivery of our work.



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# HOW TO USE THIS RESOURCE

This Toolkit is to enable teams, managers and project leads to initiate values-led conversations with colleagues to improve the delivery of our work.

There is a variety of information and activities to use in ways which work best for you e.g:

You could share slides 1-10 with your team.

The activities on slides 11- onwards could be used in one-to-one conversations, team meetings, project planning or away days

Slide 12 contains guidance for facilitating values-led conversations

If you're interested in a values-led activity as part of a wider team development session, please email the People & OD team at [pod@leedsbeckett.ac.uk](mailto:pod@leedsbeckett.ac.uk)



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# OUR VALUES EXPLAINED

As a community we agreed that our university's purpose, decisions, and actions rest on six values we all believe in and try to uphold in the conduct of our daily work.

A group of colleagues from across the university have defined what our values mean, and why they matter to all of us.

The following slides (5-10 ) provide a reminder of our values, along with their new supporting statements and example behaviours.

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# INCLUSIVE

***We champion our diverse community.***

We value our unique differences; our university is a space for students and colleagues to be themselves.

We want everyone at LBU to feel a sense of belonging.





# TEAMWORK

***We are one Team.***

We each play a part in our collective success.

Collaboration across our community is core to what we do.

We work together to create an environment that supports students and colleagues to thrive.



# INTEGRITY

***We value trust, honesty, and fairness.***

We do what we say and take responsibility for our actions.

We are open about the expectations we set and deliver on our commitments.





# PRAGMATISM

***We take pride in our practical, solution-focused approach.***

We know where to prioritise our attention and energies to achieve our ambitions.

We are realistic, progressive, and straightforward.





# AMBITION

***We aim high for our students,  
ourselves, and each other.***

Our university is committed to making a positive and decisive difference.

We do this through our curiosity and creativity.

We want everyone to achieve their best.





# PURPOSEFUL

***We work with intent to have a positive impact on our community.***

We focus on what matters to achieve the best possible outcomes for our students, colleagues, and partners.

We are adaptable and forward-thinking in our approach.





# VALUES-LED ACTIVITIES

THE FOLLOWING SLIDES PROVIDE SOME ACTIVITIES FOR TEAMS AND PROJECT GROUPS TO BRING THE VALUES TO LIFE IN THE DELIVERY OF OUR WORK.



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# TIPS FOR FACILITATING A VALUES-LED CONVERSATION

The activities are designed for group of 6-8 people, online or in-person. If you have a larger number you can split discussions into smaller groups and then come back together to feedback at the end.

Start with the 'why' – what's the purpose of the session and what is an ideal outcome from today? A reminder of our values is also helpful, they are still quite new to many of us!

Make sure everyone feels comfortable and happy to contribute – your aim as facilitator is to get all colleagues in the room to feel like they are in a group with a shared interest.

Spending 5 minutes agreeing some basic ground rules can save lots of time later; e.g. everyone's opinion is welcomed and valued, we listen with respect, agree how questions will be answered etc.

The questions in the activities are there for prompts, don't feel like you have to ask everyone everything.

It can be helpful to appoint a notetaker so you can focus on keeping the conversation on track.

Remember everyone will have their own personal values, and that's ok too. It can help to let everyone know at the beginning that there are no right or wrong perspectives when it comes to values, which is what makes us who we are!

What can be helpful is to think about the behaviours we hope to see when colleagues live our values at work.

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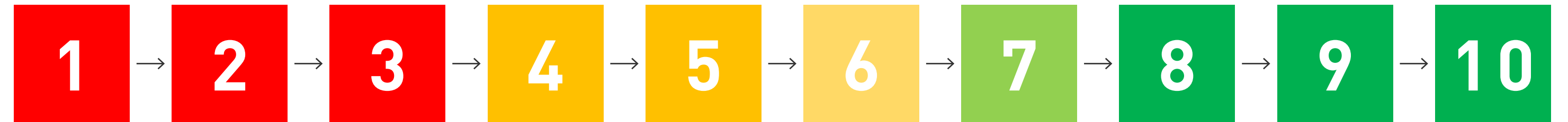
**PURPOSEFUL**

# PAUSE FOR REFLECTION: IS YOUR TEAM READY FOR CONVERSATIONS ABOUT THE VALUES?

You might find this tool useful to consider team dynamics and check readiness for values-led conversations.

Ideally, most of your answers will be within the orange/green areas.

If red areas are more dominant, you may need to take steps to prepare the team for healthy discussions about the values.



How would you rate the team on a scale 1-10 for each of the following statements?

- We have a clear and shared understanding of what we are trying to achieve.
- We frequently put collective priorities ahead of individual priorities.
- We have confidence in each other's skills and expertise.
- We have a strong store of goodwill towards each other.
- We have genuinely open dialogue about difficult topics and have strategies to manage differences of opinion / conflict.
- We challenge our assumptions regularly.
- We have a high degree of interdependency.
- We share accountability for the team's performance.
- We measure progress against collective goals.
- We derive a sense of value from our collective achievements and celebrate our successes.

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# ACTIVITY:

STARTER QUESTIONS

# BENEFITS:

- INTRODUCES LBU VALUES,
- CONNECTS TEAMS,
- EXPLORES WHAT VALUES MEAN IN OUR WORK

**Here are a suggested bank of questions to choose from, to help start discussions:**

Which value do you connect with the most and why?

What does your working day look like when the values are going well?

What behaviours would you see when your colleagues show the \_\_\_\_\_ value?

Which values do you think students/colleagues/partners associate with our team?

Which value do you need in abundance for what you are working on right now?

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## ACTIVITY:

CONNECTING WITH  
THE VALUES.

## BENEFITS:

- CONNECTS TEAMS
- OFFERS COLLEAGUES  
A VOICE
- CREATES A SENSE  
OF BELONGING

1. Colleagues each share a photo, piece of writing or personal item which describes what is important to them about their work and the impact they have, linked to a value.
2. The team considers:  
What are the patterns?  
How do we celebrate these stories?  
How do we communicate the successes, within the school/service and wider?
3. Common themes and recurring words are collated into a document which defines what is important to the team.
4. This document is used as a point of reference for future team discussions and decision making.

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## ACTIVITY:

DARE TO LEAD\*

## BENEFITS:

- CONNECTS TEAMS,
- CONNECTS VALUES TO PERFORMANCE AND BEHAVIOUR,
- CAN LINK TO WIDER STRATEGY/SCHOOL/SERVICE PLANS

\* ADAPTED FROM BRENE BROWN MODEL

1. Using flipcharts, colleagues consider each value and identify behaviours they believe support that value. They write each behaviour on a separate sticky note and add to the flipchart. It doesn't matter if there are 10 or 100 behaviours for each value!
2. In small groups, colleagues look for patterns and themes under each value, and present these to the whole group.
3. Everyone has the chance to ask questions and talk through what these behaviours might look like in reality.
4. Agree how you will use these findings as a team in the future.

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# ACTIVITY:

VALUES AS A COMPASS

# BENEFITS:

- HELPS PROJECTS TO MOVE FORWARD
- RE-ESTABLISHES PURPOSE
- SUPPORTS PLANNING ACTIVITIES

Each card contains some suggested questions based on our values.

You could work through each one in turn, print into physical cards to answer at random, or you can produce your own that work for you.

## INCLUSIVE

Who might we be forgetting about?  
How can we avoid 'group think'?

## TEAMWORK

How is the way we are working as a team enhancing the project?  
How well do we collaborate with others?

## INTEGRITY

How do trust, respect, fairness show up in this project?  
What are the elephants in the room?  
How might we manage these?

## PRAGMATISM

What are the immovable things that can't change?  
What is slowing us down?  
What can we do about this?

## AMBITION

What will it look like if this project is a success?  
What do we want to be saying in 12 months' time?

## PURPOSEFUL

What is the core purpose of this project?  
What outcomes are we hoping to achieve?

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# ACTIVITY:

## PRE-MEETING CHECKLIST

# BENEFITS:

- PROTECTS COLLEAGUES' TIME
- EMBEDS COMMUNICATION
- ENSURES MEETINGS ARE PURPOSEFUL

Share this resource with your team and before scheduling a meeting, pause to consider the following checklist:

### INCLUSIVE

- How can we ensure all voices are heard?
- Can everyone 'attend?' How else could they participate?
- How can we ensure attendees feel safe to challenge others' ideas?

### TEAMWORK

- Who needs to be at the meeting? (All of it / part of it)
- How will other stakeholders be updated?
- At what stage of the project / discussion do people need to be brought in?

### INTEGRITY

- Does everyone know what is expected of them?
- How will we follow up on agreed actions?
- How will we test our decisions?

### PRAGMATISM

- What do we need to achieve in this meeting?
- What barriers do we have?
- Is there a better way of achieving this outcome?

### AMBITION

- How will the meeting contribute to achieving team goals?
- What impact will the meeting have?
- What are the timescales for achieving this goal?

### PURPOSEFUL

- Is this meeting essential?
- Does everyone invited understand the purpose of the meeting?
- Had an agenda been shared in advance to allow for reflection?

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# FURTHER RESOURCES

Encourage your team to join the LBU discussion on our values

Values [webpage](#)

Values descriptors - new recording tba

[Adding values into our PDRs](#)

Brene Brown [webpage](#)

This is a new resource, please share any successes or feedback at [values@leedsbeckett.ac.uk](mailto:values@leedsbeckett.ac.uk)

