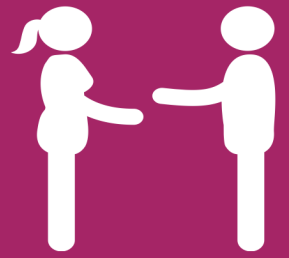


How to THRIVE in Finance





Our Mission

"To ensure financial sustainability for Sheffield Hallam University through high quality business relationships, informed decision making and expert advice and guidance."



Our Vision

"To be the best
finance team in the
sector; a highly
motivated, engaged
team, valued by all"

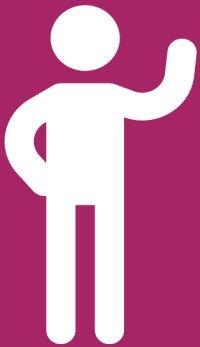


Our Values: THRIVE



Trust
Honesty
Respect
Innovative
Valued
Engaged

What do our
finance directorate
values mean to us?



To help us all
understand what we as
a team expect from
each other we asked
you what our values
meant to you. Here is
what you said...



T



Trust

Tt

Trust

Definition:

1. Reliance on and confidence in the truth, worth, reliability of a person or thing

2. A person or thing in which confidence or faith is placed

(Collins English Dictionary)

What does Trust mean to you?

"Actions match words - Say what you are going to do and then do what you say!"



"Being professional, demonstrating trust within teams"

"A belief in staff competence"

"Act with integrity"
"Be transparent and authentic"



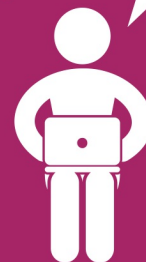
"To have the trust of your Manager to do your job"

"A belief that people are doing the right thing; a faith that they can be relied upon."

"Keep Promises"
"Be Safe and reliable"

"To have the freedom to do your job, to the best of your ability"

"Confidence in people"



"Actively demonstrate our values"



"Managers should have the confidence that their staff will do the job they are employed to do. Staff should have faith that managers will manage them in line with the values of the directorate."

"A trusted adviser to stakeholders. Bringing people together to have a shared understanding."

"Trust in the organisations - that it is doing the right thing"



Hh



Hh

Honesty

Definition:

1. The condition of being honest

2. Not false or misleading; genuine

3. Just or fair

(Collins English Dictionary)

What does Honesty mean to you?

"Be open and transparent"



"Dealing with each other fairly and openly"

"Communicate without fear of consequences"



"Being able to speak openly about work issues without pressure to toe a particular line"

"All staff should be honest in their communications with each other at all levels and with stakeholders; always act with integrity"

"Staff have a high level of integrity"

"Diplomatic and caring"



"Tell the Truth"

"Have honest and open discussions that take people on a journey of understanding what's needed"

"Be honest with all feedback"



"Respond to honest mistakes constructively"

"Be authentic and sincere"



R



Rr

Respect

1. An attitude of admiration, or esteem; regard not false or misleading; genuine

(Collins English Dictionary)

2. Regard for the feelings, wishes, or rights of others

(Oxford English Dictionary)

What does Respect mean to you?

"Recognise everyone in the team has an equal part to play"



"Respect is mutual"



"Treat colleagues as equals"

"Treat others in the same manner you yourself would like to be treated"



"Supporting each other"

"Take into consideration other people's views and needs"

"Value each other and respect each other's differences"



"Listen to other people's opinions"

"Appreciation and recognition of what we do both as a team and as an individual"



"We should respect the views and opinions of others"

"We should treat everyone equally, fairly and consistently regardless of personal feelings or opinions."



"Accepting differing approaches to work"



"Supporting each other not only in words, but also in actions"



I

Innovative

Ii

Innovative

1. (Of a product, idea, etc.) featuring new methods; advanced and original

2. (Of a person) introducing new ideas; original and creative in thinking

(Oxford English Dictionary)

What does Innovative mean to you?

"Sharing best practice"



"Always looking for better ways of working"



"Creative problem solving"



"Innovate means continuous improvement but it also suggests 'outside the box' thinking. Not just improving what you have but actually doing something totally different"



"Embracing progress"

"Actively seek out new ways of working"

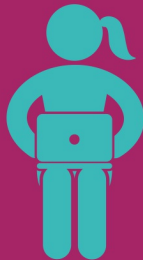
"Always strive to be the best"

"Encourage each other to share ideas"

"Open to change and improvements"



"Explore all possibilities"



"Staff should not be afraid of being original and inventive and look for new ways of working"

"Introducing new ideas and solution in order to improve established ways of thinking, working"



"Being creative"



V



Vv

Valued

1. Considered to be important or beneficial; cherished

(Oxford English Dictionary)

2. Held in high regard, especially in respect of merit

(Collins English Dictionary)

What does Valued mean to you?

"Being appreciated for the work you do and the person you are"



"Saying thank you"

"Look for ways to feel valued and flip this into how we can value the work that others do."

"To feel like what I do matters and makes a difference no matter how small"



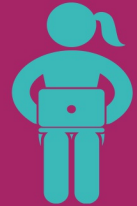
"To be wanted and needed"

"Appreciated for my contribution by my manager and my colleagues"



"Our principles, moral standards - the way we act in particular situations"

"Feeling included and acknowledged"



"All staff should feel appreciated and respected. People should thank their colleagues."

"Thanks given regularly, feeling that we integral to the performance of the directorate"

"We are useful and important as a directorate"



"Credit given for achievement, saying 'thanks', recognising when somebody has gone over and above expectations"



"Feeling part of a team"



E



Engaged

Ee

Engaged

1. Positive attitudes and behaviours leading to improved business outcomes

2. Feeling pride and loyalty working for our organisation. Being a great advocate of the organisation to our clients, users and customers. Going the extra mile

(Engage for success)

What does Engaged mean to you?

"Giving and willing"

"Actively work together to achieve a common goal"

"Everyone working as one team"



"Involved"

"Committed to providing the best outcome"

"To care about being at work; your colleagues and the job that you do."



"All staff should feel involved in the operation of the directorate, be proud of their involvement and want to be the best they can be"

"Wanting to contribute to the success of the team, directorate and university"



"Passionate and motivated to help us succeed as a team"

"Being part of a team"

"Support each other; and going the extra mile"



"Enjoy the work you do, proud to work here, want the directorate to be the best it can"



"Being passionate about our goals and working in Finance"

"Doing my best at work, and responding positively to any initiatives"

"Being constructive about how we can improve"



Our Values: THRIVE



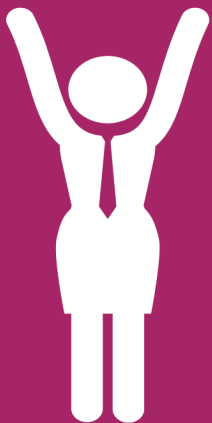
How can we use our values?

Our values articulate the things we as a team believe in and they will be used everyday in lots of different ways. Here are some examples.....



In how we communicate with our customers, students and stakeholders

In meetings



1:1's and appraisals

Planning new processes and communications



Interactions with colleagues

