

Mehemea he Tangata Toa koe i roto i Te Roopu Taurima
What it means to be a people leader in Te Roopu Taurima



Pumau tonu nga mahu mo nga kaupapa o TRT
Committed to TRT's kaupapa

We take ownership and accountability
 We use good judgement and make decisions
 We try new things

As leaders we are accountable for performance

- We:
- Provide the 'big picture' for our teams so that the link between what the team do and the organisational goals are clear.
 - Determine team priorities and deliverables and ensure translation of priorities into clear objectives and expectations.
 - Regularly communicate and discuss progress, holding everyone accountable to consistent high standards.
 - Challenge others to lift their game; encourage and support innovation, understanding that it won't always be right the first time.
 - Take accountability for team performance showing courage to go into bat for our people or hold the line when needed.

He roopu kotahi
One Team

We work together as an effective team
 We help and support others
 We build positive relationships

As leaders we empower and enable the success of others

- We:
- Recognise that leadership responsibilities extend beyond our own team to the whole organisation; acting without self-interest where needed.
 - Invest time and energy in building a united, high performing team.
 - Are visible and accessible to the team, prioritise people time.
 - Communicate regularly and with openness and clarity with individuals, the team, and broader organisation building networks and knowledge across TRT.
 - Manage to outcomes/results; demonstrating trust in others to get on with the job.

Awhina motuhake
Supportive

We are positive
 We are proud of our work and our workplace
 We recognise and acknowledge achievements

As leaders we are committed to being the best we can be

- We:
- Recognise and acknowledge others contributions and achievements.
 - Understand strengths, career aspirations and development needs within the team.
 - Actively support team development (e.g. through coaching, enabling learning through work experience, effective role modelling, mentoring).
 - Continue to invest in and progress our own development; seeking and acting on feedback.

Mahia nga mahi
Take Action

We say what we mean
 We do what we say
 We can be counted on

As leaders we are self-aware and positively manage our impact on others

- We:
- Meet high standards of ethical and professional behaviour.
 - Take time to build quality relationships, really listen, get to know the whole person.
 - Lead by example, matching up words with actions. Are good role models.
 - Understand what motivates each individual, get people working to their strengths.
 - Lead a culture where everyone is important and treated respectfully.