

Enabling our best work

Leadership qualities



Leicester City Council's Leadership Qualities outline the behaviours we expect our leaders to demonstrate in the workplace. These behaviours are what our people say enables and inspires them to do their best work.

Achieve

Outcome focus

Agrees clear outcomes / objectives and holds the individuals and team to account

Involves team in creating a shared purpose to help them develop and achieve results

People Centred

Putting people at the centre of what we do

Takes time to understand individual's views and feelings and adapts their own behaviour and style as appropriate

Shows respect for the views of others and gives recognition for their contributions; valuing diversity

Connected

Building impactful relationships

Has regular quality conversations, speaks honestly and challenges constructively

Proactively develops positive trusting relationships within the team

Reflect

Making time to reflect, analyse and develop

Encourages and enables team to reflect and act on evaluation and feedback

Creates a culture of continuous improvement: sees successes and setbacks as opportunities to learn and develop

Inspire

Igniting creativity, supporting development and role modelling

Creates space and time for the team to be innovative and creative

Supports team development and encourages autonomy and freedom to enable team to do their best work

Leicester City Council will operate with creativity and drive for the benefit of Leicester and its people

Be confident | Be clear | Be respectful | Be fair | Be accountable