

## LEARNING LANE



## VISION, MISSION, VALUES & ETHICS

Learning about what the Organization stands for and how one is expected to behave

### The Employee's Role

- Seek out information to learn about Vision, Mission, Values & Ethics
- Ask questions to clarify and ensure full understanding
- Learn to live the values of the company and incorporate them into all that you do
- Learn to abide by and demonstrate the Principles and Ethics
- Hold your manager and others accountable for demonstrating appropriate behaviours
- Nominate others for recognition

### The Manager's Role

- Hire candidates who reflect the Vision, Mission, Values and Ethics
- Model and demonstrate the Values and Ethics in all that you do so that employees learn what is expected of them
- Assist employees in understanding their role in demonstrating the Values and Ethics of the company
- Hold colleagues at all levels of the organization accountable for demonstrating appropriate behaviours
- Recognize those who "live" the values

### Equipping for the learning Journey

#### Vision, Mission, Values & Ethics:

- The Company builds its business strategy around its Vision and Mission - its customers want to do business with a company that is helpful, confident, straightforward and dynamic
- It is founded on honesty, integrity and dedication to our customers

#### Key components:

- The Company leaders exhibit the values, creating a culture where they are imbedded and actively upheld
- Ethical principles are integral to our way of doing business; ethical behaviour is a principle we all share
- All employees are expected to exhibit the values and ethical behaviours

#### Links to more information:

- ???