



Level 3

To act effectively as one team each of us needs to:

- **Work collaboratively** with colleagues, other teams, across the council and with partners
- **Support each other's** health, safety and wellbeing
- Look for opportunities to **share and make best use of all our assets, resources and data**

BEHAVIOURS

What this looks like when we're at our best ...

- We are open, honest and transparent
- We find ways to work together rather than reasons not to
- We pull our weight – we rely on each other and can be relied on
- We look carefully at what already exists – we don't 'reinvent the wheel'
- Everyone belongs – we create a good team spirit – no-one's left behind – we include everyone
- If we see an opportunity to help someone, we do so

What this looks like when we're at our worst...

- Lack of communication – not passing information on
- Creating division through hierarchy, cliques and silos
- Poor collaborative work between teams
- Passing the buck or playing the blame game
- Ignoring each other's needs, safety and wellbeing

KNOWLEDGE

Working collaboratively

I understand

- The role of the Community Planning Partnership
- The wider environment relating to my own area of responsibility
- The importance of collaborating with partners across the City to identify efficiencies
- When I should engage with Trade Union colleagues

SKILLS

Working collaboratively

I show I can

- Work collaboratively across other functions, the organisation or City as appropriate
- Work collaboratively to join up services efficiently around the needs of our customers
- Facilitate groups with a range of views, helping everyone to see each other's perspectives
- Manage consultative processes in a group or forum
- Negotiate firmly, tactfully, and persuasively in contentious situations to resolve differences and achieve outcomes

Supporting each other

I show I can

- Embed a culture of health, safety and well-being

Sharing and making best use of assets, resources and data

I understand

- The value of data sharing to improve decision making
- How the services for which I have responsibility share and publish data and information
- The Council's governance arrangements for making decisions on the structure, use and security of data
- The necessity of accurate data in enabling automation, artificial intelligence and machine learning
- The systems, software and processes the Council uses and how they link together

Sharing and making best use of assets, resources and data

I show I can

- Lead and embed a culture of learning from each other and sharing knowledge freely within and across teams
- Streamline processes across the Council and partners
- Use common systems and software and exploit these to their full functionality
- Use data visualisation tools
- Set and gather meaningful metrics, measure and report on outcomes and impact