



## Level 4

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 wider environment impacting the economy, the Council and public services

## SKILLS

### Working collaboratively

I show I can

- Manage consultative approaches with partners and across the City
- Proactively manage supplier relationships as part of contract management

### Supporting each other

I understand

- How to support a healthy organisation

## Sharing and making best use of assets, resources and data

I understand

- The importance of accurate and consistent data models both corporately and in a partnership context to achieve better Place outcomes
- How to use data and information to inform strategy and modernise service design

## Sharing and making best use of assets, resources and data

I show I can

- Lead and support a culture of data driven decision making throughout the council and with partners

**Click into each Guiding Principle below to explore what's needed from all our level four employees**

### **KNOWLEDGE**

**I understand:**

- The wider environment impacting the economy, the Council and public services
- How to support a healthy organisation
- The importance of accurate and consistent data models both corporately and in a partnership context to achieve better Place outcomes

### **SKILLS**

**I show I can:**

- Manage consultative approaches with partners and across the City
- Proactively manage supplier relationships as part of contract management
- Put approaches in place to support the resilience and wellbeing of others
- Lead and support a culture of data driven decision making throughout the council and with partners