


 Purpose and direction	 Accountability and delivery	 Capability and growth	 Culture and engagement
<ul style="list-style-type: none"> Establishes line of sight: enables each team member to understand their role in achieving the University's mission Ensures role descriptions are current and aligned with the strategic direction and priorities Provides ongoing feedback about strategic progress and emerging priorities Clears the path for people: removes impediments, assists in finding solutions, helps navigate through the organisation 	<ul style="list-style-type: none"> Clarifies performance expectations Ensures materials and resources required to do the job are identified in conversation, and provided Encourages, recognises and praises high performance and work well done Provides regular, fair and accurate feedback to team members on their progress, which helps them succeed Identifies underperformance early and takes prompt and effective remedial action Has skillful courageous conversations when required 	<ul style="list-style-type: none"> Recruits people who are right for the role and the desired culture Identifies capability strengths and weaknesses of team members and implements individualised plans for development Coaches team members on the job and guides capability growth Identifies and develops both functional and leadership talent Builds a reputation as a developer of people 	<ul style="list-style-type: none"> Actively listens to people, invites and acts on feedback Creates a high performance culture, where excellence is encouraged and mistakes learned from Demonstrates understanding of, and care for, each team member as a person Ensures an open, two-way communication environment Empowers people to make and take decisions, and demonstrates support for their decisions once made Creates a psychologically safe environment, where differences of view are encouraged and valued Actively enables a diversity of backgrounds and talents, and recognises and supports difference Models the desired culture in all interactions with other, especially those for whom one is accountable