



### **Our values**

*this is who we are at Women for Women International UK*

#### **This is Who We Are at Women for Women International – UK**

- 1) We are a Passionate, Ambitious and Committed Team - PACT
- 2) We subscribe to the **vision** of Women for Women International, which influences all we do
- 3) We are committed to **diversity** and inclusion, we respect difference and are committed to adaptability
- 4) We invest in our own personal **growth**, learning and development
- 5) We are **relationship** focused
- 6) We **trust** each other
- 7) We are **outcome oriented** and impact focused – we support each other to take considered risks and we learn from mistakes
- 8) We **deliver** – we do what we say, whilst making space for learning, reflecting and adapting as needed
- 9) We believe **leadership and innovation** can come from any part of the organisation
- 10) We **communicate** honestly and respectfully with each other, global colleagues and supporters

#### **Women for Women International – UK ways of working**

- 1) We take **decisions** as efficiently as possible, communicate them clearly and implement them in a focused way.
- 2) We ask for **help**, we help each other, we don't limit ourselves to job descriptions but we are clear on our roles and responsibilities.
- 3) We adapt and seize **opportunities** if they meet our objectives.
- 4) We manage our **financial** resources diligently.
- 5) We build and nurture strong, supportive, and positive **working relationships** with global colleagues.
- 6) We provide consistently excellent **supporter care** at all levels, and are committed to transparency with our supporters.
- 7) We are **empowered** and empowering and support each other to face our fears, have difficult conversations, support each other to learn and grow.
- 8) We are **resilient** and this means that we will get through tough times, but it also means that sometimes we will be brave and say NO.
- 9) We will be **flexible** to each other's circumstances, as far as possible.
- 10) We **listen** to each other.
- 11) We proactively foster an **inclusive** culture and assume the best of each other in every interaction.
- 12) We will give **feedback** to each other which supports a growth mindset, by focusing on the process and actions that led to the outcomes rather than a person's innate qualities or personal traits.
- 13) We look after ourselves and each other, we foster **self-care**. We know that we must have loving kindness towards ourselves first before we can offer this to others.
- 14) We **communicate** efficiently and effectively; using face-to-face communication where possible, and recognise the limitations of email.
- 15) We are committed to actively owning and regularly revisiting all of the above.