

SIA Leadership Statement

Our leaders are decisive, think strategically and lead by example. They are inclusive, develop others, and themselves, through coaching and mentoring to get the best out of all our people.

And what that means:

Decisive –recognise risks and opportunities, but make evidence-based decisions on the best information available. Afterwards reflect, evaluate and learn, not blame.

Think strategically – see the big picture - have a wider understanding than your functional area / be forward looking / understand the impact on the SIA and the industry of your decisions and actions.

Lead by example –demonstrate SIA values, abide by Civil Service code of conduct/Nolan principles eg honesty and integrity; do as I do, not do as I say; get involved; take ownership.

Inclusive – listen to all / involve others / embrace and support the diversity of all of our people, recognise that all have value and abilities, recognise the strength that diversity brings, harness that diverse richness of skills and knowledge to make the SIA an even better employer.

Develop, coach and mentor – support and prepare your team so that they can do their current jobs well and might be ready to take on the next vacancy in the team/stretching role in another team.

Get the best out of all our people – know your staff / know what support they need / provide that support - adapt the working environment and arrangements for each member of staff to maximise their performance / ensure that they are enthusiastic and results focussed/driven.