



PLAN INTERNATIONAL VALUES & DRAFT BEHAVIOURS FRAMEWORK

PURPOSE	We strive for a just world that advances children's rights and equality for girls			
APPROVED VALUES	We strive for <u>lasting impact</u>	We are <u>open and accountable</u>	We work well together	We are <u>inclusive and empowering</u>
APPROVED DEFINITIONS	We strive to achieve significant and lasting impact on the lives of children and young people, and to secure equality for girls. We challenge ourselves to be bold, courageous, responsive, focused and innovative.	We create a climate of trust inside and outside the organisation by being open, honest and transparent. We hold ourselves and others to account for the decisions we make and for our impact on others, while doing what we say we will do.	We succeed by working effectively with others, inside and outside the organization, including our sponsors and donors. We actively support our colleagues, helping them to achieve their goals. We come together to create and implement solutions in our teams, across Plan International, with children, girls, young people, communities and our partners.	We respect all people, appreciate differences and challenge inequality in our programmes and our workplace. We support children, girls and young people to increase their confidence and to change their own lives. We empower our staff to give their best and develop their potential.
DRAFT LEADERSHIP BEHAVIOURS	<ul style="list-style-type: none"> ▪ I articulate a clear purpose for staff and set high expectations for our work and its impact ▪ I create a climate of continuous improvement, open to challenge and new ideas ▪ I focus resources to drive change in practice and policy at local, national and global levels, to maximise our long-term impact, responding quickly to changing needs, new priorities or crises ▪ I use evidence from inside and outside the organisation to understand the root causes of issues, inform decisions and evaluate effectiveness 	<ul style="list-style-type: none"> ▪ I practise and promote a culture of openness and transparency within my team and beyond, including with our sponsors and donors ▪ I hold myself and others accountable to achieve the highest standards of integrity, especially in our use of resources ▪ I am consistent and fair in the way I treat other people. ▪ I expect myself and others to be open about mistakes and to learn from them 	<ul style="list-style-type: none"> ▪ I seek constructive outcomes in discussions. I challenge assumptions but listen to others and I am willing to compromise when it is beneficial to progress ▪ I build constructive relationships across Plan International to support our shared goals, even if this requires me to adjust my own team's priorities ▪ I develop trusting and 'win-win' relationships with funders, partners and communities, creating solutions together to meet our goals and to support others in achieving theirs ▪ I engage with and challenge civil society and governments to build a better world for girls and all children 	<ul style="list-style-type: none"> ▪ I actively promote diversity, gender equality and inclusion, inside and outside of Plan International. ▪ I listen with humility to others and support those I work with to participate in decisions, to take more responsibility and to develop their potential ▪ I influence civil society and governments to give priority to achieving equality for girls, securing the rights of children and the safe and successful progression of young people into adulthood ▪ I encourage a climate that empowers children and young people as agents of change in their own lives ▪ I will not tolerate any form of bullying, harassment or discrimination in the workplace



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DRAFT STAFF BEHAVIOURS	<ul style="list-style-type: none"> ▪ I have the courage to challenge the way we and others work, to make sure we all achieve the best results ▪ I take the initiative to find new and better ways of doing my work ▪ I focus my effort where it will make the best contribution to Plan International's purpose and strategic goals ▪ I am flexible and change my ways of working when needed ▪ I seek and use information on the efficiency and effectiveness of my work to improve my contribution ▪ I persevere and encourage others to maintain a positive outlook in the face of setbacks and adversity 	<ul style="list-style-type: none"> ▪ I hold myself and others (inside and outside the organisation) to account for what we have agreed to do and the impact of our actions on others ▪ I am open, honest and transparent about my work ▪ I am not afraid to admit mistakes; I try to put them right and do better next time ▪ I willingly share information to support effective decision making in my team and beyond ▪ I stand up and challenge others when I see wrong doing ▪ I am honest in how I use resources and do not waste them 	<ul style="list-style-type: none"> ▪ I offer information, experience and support to colleagues across Plan International and others to help us meet our shared goals ▪ I abide by agreed codes of conduct in my work with my team and others ▪ I develop improvements and solutions by working collaboratively with colleagues and others ▪ I help colleagues in my team and others to tackle challenges and celebrate successes ▪ I ask for help when I need it, seeking and listening to feedback from others in order to learn and improve ▪ I value contributions from colleagues across Plan International 	<ul style="list-style-type: none"> ▪ I help to create an environment where children, young people, communities, partners and colleagues are supported and feel safe ▪ I respect and pay attention to each person's rights and needs ▪ I listen to others with humility and value their opinions, beliefs and perspectives, challenging my own point of view ▪ I confront and challenge both direct and indirect forms of discrimination, gender inequality, bullying and harassment ▪ I encourage those I work with to influence decisions and develop themselves ▪ Where appropriate I involve children and young people in the decisions that affect them