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# OUR VALUES

## IMPACT

We are accountable, ambitious and committed to systemic change

## INNOVATION

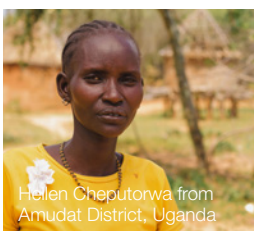
We are agile, creative and enterprising in an ever changing world

## COMMUNITY

We are inclusive, honest and have integrity in our relationships

# OUR BEHAVIOURS

VALUE	PRINCIPLE	BEHAVIOUR
<b>IMPACT</b> We are accountable, ambitious and committed to systemic change	<b>Accountable</b> We consistently deliver on what we said we'd do	<ul style="list-style-type: none"> <li>We transparently and regularly communicate about challenges, opportunities and progress, trusting that what we say will be listened to constructively and openly.</li> <li>We respect and adhere to our culture, policies, systems and processes.</li> <li>We ensure high quality monitoring, evaluation learning and making improvements to the difference we make, our impact.</li> </ul>
	<b>Ambitious</b> We strive to continually do better	<ul style="list-style-type: none"> <li>We enable communities, partners colleagues and all we collaborate with to be effective.</li> <li>We co operate with others to find synergies.</li> <li>We influence and challenge to bring about systemic change. We are inspired to do so, by the communities and partners we work with and what we've learnt.</li> </ul>
	<b>Commitment</b> We keep focused on what really matters	<ul style="list-style-type: none"> <li>We keep aligned to our shared strategy and we keep this dynamic and relevant in consultation with our stakeholders.</li> <li>We ensure ownership of our strategy through co creating it enthusing people to take responsibility and make the greatest difference possible.</li> <li>We strengthen resilience. We prevent burnout and help ensure balance by prioritising health and well being.</li> </ul>
<b>INNOVATION</b> We are agile, creative and enterprising in an ever changing world	<b>Agile</b> We appreciate we have to change to keep being effective	<ul style="list-style-type: none"> <li>We are driven to remain flexible, be proactive and reattune to emerging situations.</li> <li>We ensure whatever needs to be decided centrally is done so responsibly and fairly, whilst giving clear autonomy to country programmes and our subsidiaries to respond with agility to changing circumstances.</li> <li>We maintain composure in difficult situations, finding ways to keep ourselves and others focused and constructively moving forwards.</li> </ul>
	<b>Creative</b> We find solutions, not dwelling on problems	<ul style="list-style-type: none"> <li>We enable people to lift their horizons, excel and create ideas together. We encourage different thinking and new ways of doing things.</li> <li>We have a learning culture, where time is taken to reflect, learn and share what will be helpful to others, especially from our setbacks.</li> <li>We enable people to feel trusted and safe to share their thoughts and trial better ways forward. We ensure a no blame culture so people are not fearful of making mistakes.</li> </ul>
	<b>Enterprising</b> We know being enterprising is in our DNA	<ul style="list-style-type: none"> <li>We are passionate about enabling pioneering approaches that are generated by the communities and partners that we work with.</li> <li>We are dedicated to facilitating the growth of business enterprises that can accelerate sustainable livelihoods.</li> <li>We have dynamic, participatory, innovative ways of designing and delivering our strategies and programmes.</li> </ul>
<b>COMMUNITY</b> We are agile, creative and We are inclusive, honest and have integrity in our relationships	<b>Inclusion</b> We have inclusive relationships and feel connected to people with whom we work	<ul style="list-style-type: none"> <li>We connect with team and community members regularly and in meaningful ways.</li> <li>We ensure fair treatment and opportunity for all by promoting diversity, equality and inclusion and eradicating prejudice and discrimination.</li> <li>We address challenges related to representation and participation at all levels. We ensure voices and perspectives from across the organisation and communities we work in are heard. In doing so, we appreciate and respect everyone's input.</li> </ul>
	<b>Honesty</b> We know honesty enables trust and transparency	<ul style="list-style-type: none"> <li>We give and receive feedback in respectful, open and constructive ways.</li> <li>We provide spaces where people can feedback in safe ways without experiencing defensiveness.</li> <li>We have direct conversations with people rather than talking about them to others in order to build trusting relationships.</li> </ul>
	<b>Integrity</b> We maintain safe and ethical working environments	<ul style="list-style-type: none"> <li>We practice integrity in all that we do by choosing to do what is right over what is fast, easy, or comfortable. We are committed to ethical, responsible working practices.</li> <li>We act safely. We always challenge unsafe behaviour.</li> <li>We practice a strengths based approach, recognising and appreciating others on their good work and being willing to ask for help.</li> </ul>



Helen Cheputonwa from Amudat District, Uganda



WASH clinic, Benue state, Nigeria



Fish farming in cages in Lake Kariba, women's group Siavonga, Zambia