



SOROPTIMIST INTERNATIONAL GREAT BRITAIN & IRELAND

Values and Behaviours

In addition to our Mission and Vision it is important that our organisation has a culture of behaviours and values of which members can take ownership to guide their relationships with fellow members, staff, guests, associates, contractors and suppliers, partner organisations and stakeholders.

We ensure that our organisation is welcoming of new recruits and encourages members to get involved, continue their membership, celebrate success and commitment and show care and compassion for each other.

VALUES

- **Respect**
We recognise that our membership is our strength and we value and respect our diversity as a source of innovation and skill.
- **Openness/Transparency**
We are open and honest in all our dealings with partners, guests, associates, sponsors and donors and operate with clearly defined levels of accountability and authority. We recognise that our funds are either given or fund raised by members and we respect that commitment by being totally transparent about how it is spent.
- **Professionalism**
We strive for excellence and professionalism in all our activities to ensure we are respected and recognised by our partners, our guests, our associates, our contractors, staff and suppliers and all those we work alongside.
- **Programme delivery focused**
We are committed to meeting the needs of women and girls in all walks of life all over the world, constantly focussing on their needs and taking a genuine interest in their welfare.
- **Pride in our work and accomplishments**
When we commit to doing something, we will do it to the best of our ability in the most efficient and professional way possible, taking into account that our money belongs to our members.
- **Learning and development**
We are committed to learning from best practice in the organisation, from our successes as well as our mistakes and by investing in development through our Leadership Development Sub Committee.
- **Honesty and integrity**
We will demonstrate respect for each other and open, honest and ethical behaviour in all our dealings with each other, our partners, our guests, our associates, our suppliers, staff and contractors and all partners we work with.

- **Tolerance**
We are tolerant of each others' views, beliefs, capabilities and time and energy commitment.

BEHAVIOURS

Members

- Demonstrate respect for others and value diversity.
- Support fellow members.
- Be discreet and aware of issues requiring confidentiality.
- Take personal responsibility.
- Make an active contribution to developing the organisation.
- Be an effective team member.
- Focus on the existing and potential members at all times.
- Be considerate and polite to fellow members.
- Be proud of SIGBI and its work – become active champions, advocates and ambassadors.
- Learn from and share experience and knowledge.
- Always thank people for their help/support.
- Be flexible and positive about change.
- Consciously review mistakes and successes to improve performance.
- Be aware of the impact of our own behaviour on others.
- Admit mistakes and apologise when we get it wrong.
- To take pride in and uphold the behaviours and values of the organisation.

Leaders

- Give clear leadership to members.
- Lead by example, setting high standards.
- Communicate often and clearly – face to face where possible.
- Ensure members' efforts, outputs and outcomes receive the recognition they deserve.
- Listen to all members and take their views into account.
- Mentor individuals and teams to perform to the best of their ability.
- Value and recognise the ideas and contributions of all members.
- Delegate activities/projects to develop individual members in their roles and realise their potential.
- Provide support and guidance to all members.
- Encourage members to achieve work/family/membership participation life balance.
- Actively listen to comments/challenges and respond constructively.
- Lead by example in upholding the behaviours and values of the organisation.
- Show care and compassion for members.