



**Our People,
Our Purpose**



Leadership Charter

Purpose: To define and uphold the leadership values, through fostering and growing our talent and culture through clear expectations and accountability.

Vision: To lead, coach and inspire our teams to achieve quality outcomes in an innovative way, while driving the strategic direction of Lower Murray Water.

As leaders we will:

- Set clear expectations and guidelines with our teams
- Create an environment where we are safe to fail and learn from our mistakes
- Champion a diverse, inclusive culture
- Be fair, supporting and encouraging of our people
- Promote a respectful and supportive workplace by dealing with poor performance, conflict and inappropriate behavior promptly
- Give and seek feedback regularly
- Communicate openly and transparently with our teams
- Actively support team workloads to provide a safe, healthy and engaging work environment
- Work collaboratively across the business to achieve our strategic goals
- Create a safe space for people to speak up and be open to ideas and opinions of others

As a collective leadership group we will:

- Support each other to succeed
- Support the delivery of LMW's strategic direction and shared goals
- Keep the needs of our people at the centre of everything we do
- Respectfully challenge each other and own the agreed decision
- Hold each other accountable

We will live by our Values..... ALWAYS!

Deliver: Demonstrate passion and commitment for outcomes that matter by remaining optimistic, resilient and having a big picture focus.

Grow: Always learning and having the appetite, courage and willingness to change.

Respect: Identifying and inspiring common purpose and values with all LMW employees by listening to understand others.

Collaborate: Willing to express vulnerability and moderate approach based on insights to manage relationships.

Safe Work Done Well: Proactively creating an environment of physical and psychological safety.