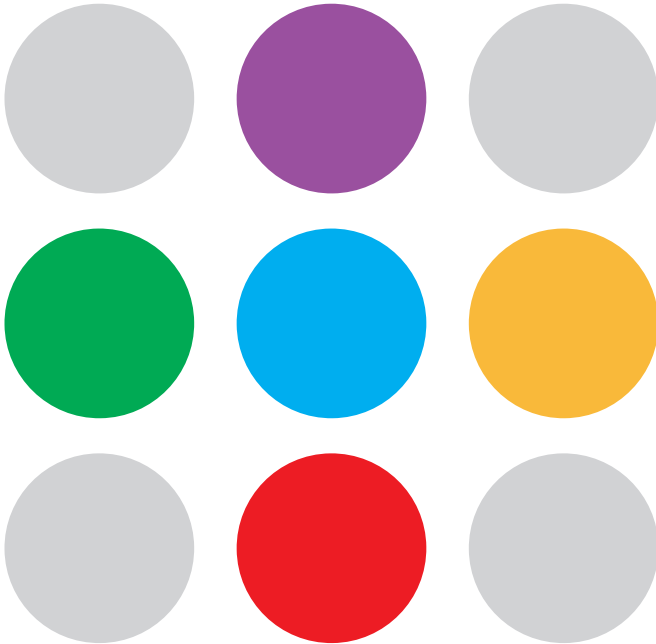


OUR VIEW ON **VALUES**



COVEYBEFRIENDING

The COVEY way of doing things



COMMITMENT
OPENNESS
RESPECT
INNOVATION
PASSION

OUR MISSION

We support children and young people on their life journey, bringing colour to their lives, while enabling them through strong befriending relationships, to become more resilient and self aware; better equipped to reach their full potential.

OUR VISION

Children and young people receive consistent and reliable, individual support to be able to deal positively with their life challenges.

OUR VALUES

Commitment	giving of our best
Openness	communicating authentically and truthfully
Respect	valuing the individual
Innovation	providing creative solutions!
Passion	caring deeply





INTRODUCTION

THE WAY WE DO THINGS AROUND HERE

COVEY VALUES
COMMITMENT OPENNESS RESPECT INNOVATION PASSION



COVEY BEFRIENDING
Adding Colour to Lives

Welcome to our COVEY values handbook, which sets out what our guiding principles are and what everyone can expect when they are involved with our organisation; they are our essential and enduring tenets.

Organisational values represent ‘the way we do things around here’.

They are underlying and relatively stable dispositions which people use to guide their actions and decisions and to help them make judgments about what is right and wrong in any organisation.

Organisational values can be created in many ways – ideally as the organisation is created – or through all staff being involved – or by the Board’s creation. If they are to work however, whatever way they are created – they must be lived day in and day out, and be used from appointment to promotion, from recognition to reward and not merely as some nice words on the annual report.

We believe in COVEY that we have achieved much of the above by creating the values through all staff and Board members together in 2010 and then constantly referring to them and seeking to live them until they were truly ‘born’.

This booklet is another demonstration of our commitment to living these values and will serve as an ongoing guide and reminder. Our annual appraisals for all Board and staff members are based on our values and we also have regular values check-ups. In addition Board and staff appointments are made through a values-based process, and all involved including unsuccessful candidates go away stronger and more self-aware.

It is our aspiration that COVEY will be an exemplar of a values-based organisation and synonymous with Commitment, Openness, Respect, Innovation and Passion.



COMMITMENT GIVING OF OUR BEST

Taking responsibility
for our behaviours

Having a positive attitude

Following through

Being reliable and consistent

Being self-aware

Giving our best at all times

Question any actions inconsistent
with the values

Being open to personal
growth and development



OPENNESS COMMUNICATING AUTHENTICALLY AND TRUTHFULLY

Everyone's thoughts are welcomed and accepted

An ability to give and receive constructive feedback

Being truthful with respect

Having a clear flow of information

Actively engaging in honest discussions

Proactively sharing information internally and externally

We listen with our hearts



RESPECT VALUING THE INDIVIDUAL

Being transparent, honest and consistent

Accepting and acknowledging
differing viewpoints

Being non judgemental

Being real and authentic

Valuing each other's differences

Caring and believing in others

Actively listen when someone else is talking

Always address problems proactively

Emancipation of all staff



INNOVATION PROVIDING CREATIVE SOLUTIONS

Forward thinking

Creating and harnessing opportunities

Promoting and implementing
creative ideas

Actively embracing change

Being solution focussed

Having a flexible approach

Creating new ideas that prove useful



PASSION CARING DEEPLY

Having a strong belief
in what we do

Being visionary

Being inspirational

Getting excited

Engaging emotionally
and getting involved

Being a positive force in
the lives of others

Being intuitive in our decision making

Spreading the spirit of COVEY



WHAT MAKES
COVEY DIFFERENT?

WE USE OUR
VALUES TO
MAKE DECISIONS
AT ALL LEVELS

weekly focus on the values board members work with staff on projects - no need for hierarchical control important meetings held in homes feedback is values based staff and youth forum members attend board meetings continual discomfort for growth meaningful logo celebratory AGM no-blame culture all cherish the values daily creative publications respect of the person and not the position board and staff whose behaviours do not align with the values must always be challenged all board and staff involved in strategy creation growing our influence locally & nationally national partnerships no bosses only leaders 'passion piece' on official agenda for board meetings increasing number of partners 'EQ' start to team and board meetings no checking of mileage / holidays / flexi-time values come first in any training best ideas accepted values and feedback booklets character valued before competence in board and staff selection

We live the values so our volunteers and young people see and importantly 'feel' what a values based life can be like

We live the values daily

We use the values to interview and appoint

We use the values for staff/board appraisal

We use the values to make decisions at all levels

We use the values to truly emancipate staff

"It's not hard to make decisions when you know what your values are"

Roy Disney

"While money and perks provide motivation, values provide meaning"

Les Morgan

COVEY BEFRIENDING
Adding Colour to Lives

COMMITMENT OPENNESS RESPECT INNOVATION PASSION

COMMITMENT OPENNESS RESPECT INNOVATION PASSION





COVEY BEFRIENDING
Adding Colour to Lives

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