Lady Margaret Hall College Values

**Excellence**
- which we aspire to in everything we do

**Knowledge and Understanding**
- Continuously improving our level of knowledge & skills
- Know how your role fits within your team and how other teams work together within the college
- Look for opportunities for self-development
- Listen, analyse and respond to ideas and feedback - take action as appropriate
- Provide constructive feedback

**Fairness**
- openess and equality
- Behave with integrity and honesty
- Treat others fairly with consideration and respect i.e. treat others as you would expect to be treated
- Take the initiative to resolve problems without blaming others
- Be friendly and approachable
- Be consistent

**Community**
- in the College, in Oxford and throughout the world
- Cultivate a positive working environment and image of LMH
- Actively engage and make a contribution to the College team as a whole
- Communicate effectively and keep all colleagues informed
- Encourage and participate in cross-team working; help everyone to achieve their goals
- Value everyone’s contribution and express thanks and appreciation

People Managers should also encourage, develop and work with their team to improve performance and achieve excellence. To do this they will need to:
- Provide their team with the big picture and put team members’ roles into context
- Agree clear objectives with team members, linking to LMH objectives
- Empower team members so that they take full responsibility for the achievement of their own performance standards
- Inspire and motivate team members to develop and perform to the best of their abilities
- Be available to support and assist team members
- Listen to team members, acknowledge contributions and praise achievements of the team and of individuals
- Respect and value the job being done by their teams
- Address poor performance in an appropriate, constructive and timely way