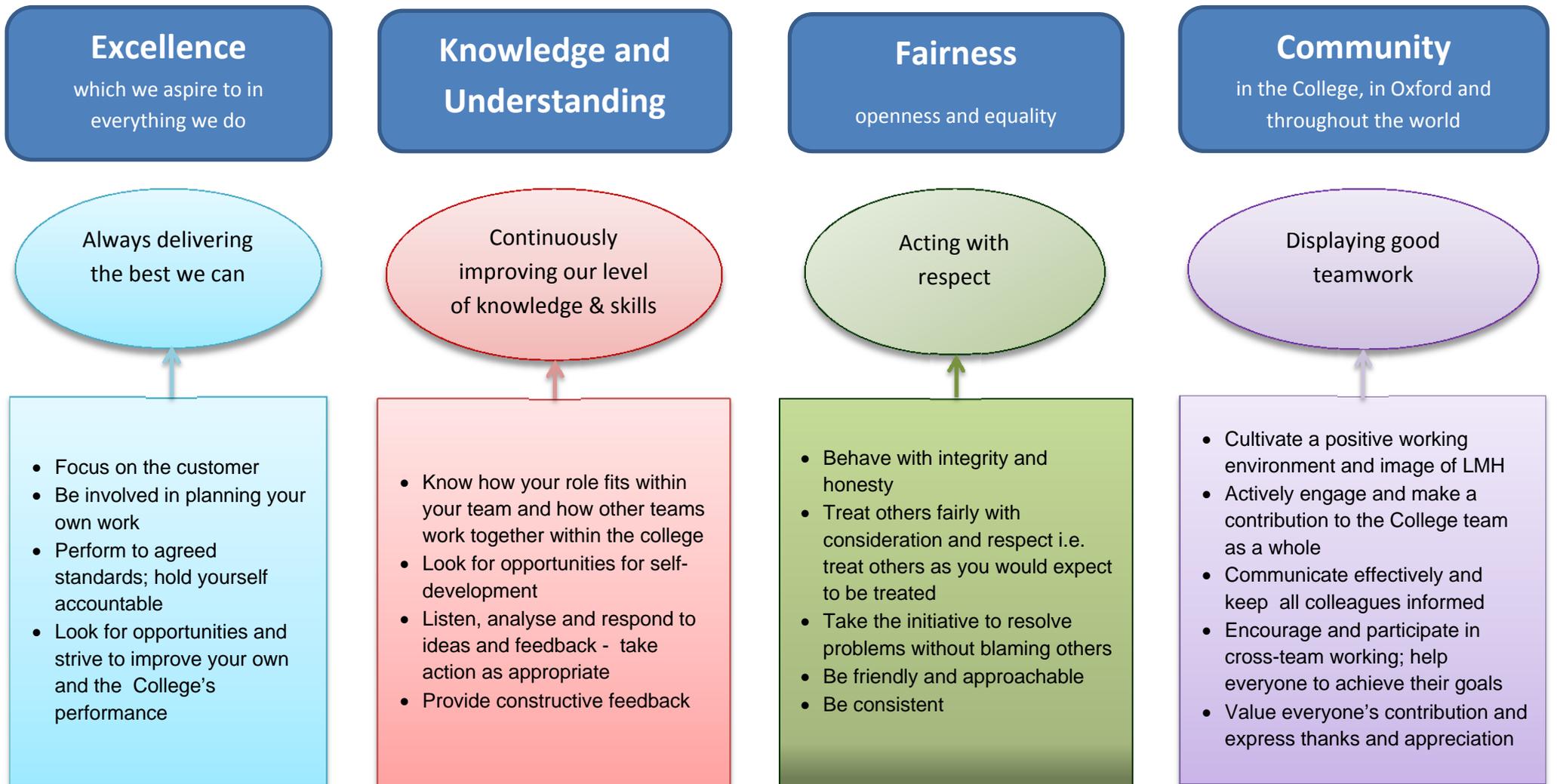


# Lady Margaret Hall College Values



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