

# Vision

To create a people management culture which provides a stimulating, developmental, and inclusive work environment in which employees can achieve their full potential and are engaged with the goals of the ICGP.

To ensure our continued success and advancement, we need disciplined people, thought and action – get the right people and keep them engaged in excellence, be honest about the facts and be focussed on what is important to achieve. The themes associated with the vision of this People and Culture Strategy also align with the College’s overall strategic vision and therefore its internal and external environments. They can be summarised as our “Golden Thread” which is ‘Professional, Trustworthy and Creative’.

**Creative**  
 Learning, Honest, Transparent, Excellence, Respect, Expert  
**Innovative**  
 Flexible, Compassionate, Development, Responsive, Leadership  
**Professional**  
 Trustworthy, Integrated, Adaptable, Trust



# Our Culture

Our culture is our shared attitudes, beliefs and values that shape and influence the perceptions and behaviours of all associated with our organisation.

- ### Values
- ▶ Positivity
  - ▶ Inclusiveness
  - ▶ People-centred
  - ▶ Accountability
  - ▶ Respectfulness
  - ▶ Consistency

- ### Behaviour
- ▶ Living the values
  - ▶ Leading by example at all levels
  - ▶ People driven leadership
  - ▶ Acknowledging success
  - ▶ Communicating effectively and often
  - ▶ Empowering

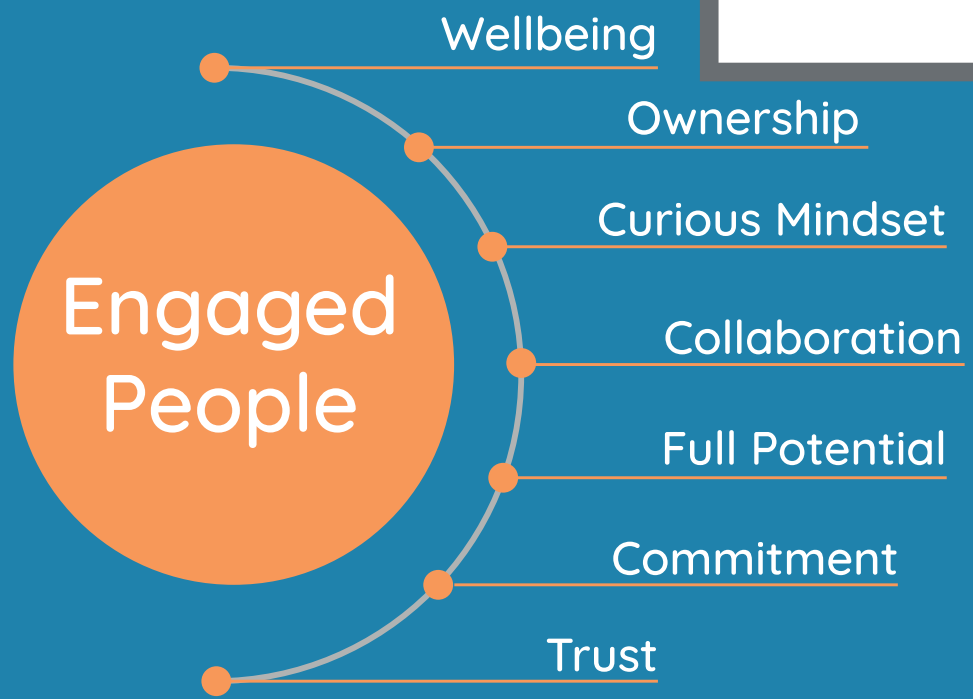
### Culture





## People & Culture Strategy At a Glance

# What we want to foster in our staff



# Goals

Building on the vision, the Strategy defines three primary goals going forward.

- To enhance the ICGP employee experience and help drive a high-performance, high-growth mindset that focuses on career development.
- To attract, hire, and retain the best and most suitable individuals across the organisation.
- To champion ICGP culture, helping the team understand and live our core values through effective programmes that promote morale while achieving the College’s goals.

Each of these goals will be achieved via action-based objectives, which provide the focus for the implementation plan. Our implementation plan sets out specific actions, timelines, and outputs/outcome measures, based on the named goals and objectives. Progress is monitored on an ongoing basis with a detailed annual evaluation.

