

## **Leadership Foundation in Plus Pack**

### **The purpose**

The purpose of the leadership foundation is to ensure consistency in the way that Plus Pack is led. We promote ambitious and committing management and prioritize leadership at all levels. The leadership foundation reflect the leadership and leadership culture we need today and will be developed in line with future trends and requirements.

### **The success and goals**

The leadership foundation should support the employees, the leaders and the development of Plus Pack by providing guidance and building confidence and high performance every day. Plus Pack's leaders will be evaluated based on the leadership foundation and individual and common leadership initiatives will be implemented to support the skills needed.

### **Direction – We practice strategic leadership and set clear goals**

- We have a clear strategy and communicate our strategy and actions to the whole organization – starting with “the why”
- We break down our strategic vision to ambitious department and individual goals
- We search for new knowledge - locally, nationally and internationally that can develop the organization towards our vision
- We continuously evaluate our results against our goals, adjust when needed, keeping the long term vision in mind

### **Alignment – We stimulate collaboration across**

- We create a common understanding of the overall goals and process framework across the organization
- We communicate clearly and honestly expectations to people
- We empower people to make decisions and act
- We challenge ourselves and others to optimize, explore new ways and create reflection

### **Commitment – We acknowledge and inspire people**

- We involve and encourage people to take responsibility and demand high quality performance
- We respect and see different skills and personalities as an advantage
- We give and receive feedback to improve – supporting a feedback culture
- We are ambitious and acknowledge and celebrate progress and results