

Leadership Foundation in Plus Pack

Purpose

The purpose of the leadership foundation is to ensure consistency in Plus Pack's leadership. We wish to encourage ambitious and committed leadership, whilst prioritizing leadership at all levels. The leadership foundation reflects the leadership and the leadership culture, that we need today, and will be developed consistently in line with future habits and requirements.

Success and goals

The leadership foundation should support employees, leaders and the development of Plus Pack through guidance, as well as the growth of trust and daily high performance. Plus Pack's leaders will be evaluated on the leadership foundation's terms, and individual and shared leadership initiatives will be implemented to further develop the needed expertise.

Direction - we practice strategic leadership and present clear goals

- We implement our strategic vision through ambitious goals, individually and by department
- We search for new knowledge that can develop our business
- We continuously evaluate our results in accordance with presented goals and we adapt if necessary

Alignment - we encourage collaboration across the organisation

- We communicate expectations clearly with one another
- We support each other in decision making and trade
- We challenge ourselves and each other to optimize and develop new solutions

Commitment - we acknowledge and inspire

- We involve and encourage each other to take responsibility for assignments and the organization
- We provide and receive feedback to generate improvements
- We recognise and celebrate improvement and results

Operations - we take responsibility of our role and always seek opportunities for optimization

- We ensure that we serve our role as expected
- We work consistently in improving and developing our role
- We present and follow clear procedures and guidelines