

ORGANISATIONAL VALUES POLICY

Policy number	3	Version	3
Approved by Board on	15 August 2019	Scheduled review date	August 2022

1. Purpose

The Organisational Values Policy is intended articulate the underpinning values critical to the operation of NIODA as a useful, productive, creative and sustainable organisation

2. Scope

The policy is a Board outcomes policy relevant to the operations of the whole organisation

3. Policy Statement

NIODA's values weave through all work undertaken at NIODA. They positively influence our strategy and policy development, teaching, curriculum, consulting, research, administration, quality assurance and our relationships internal and external to the organisation.

3.1. Values

Openness: We challenge ourselves to be open and transparent in all our relationships.

Collaboration: We aim to work towards collaborative relations and relationships in all our endeavours. We understand that this takes thought and effort.

Respect: We understand that all constructive work relations rely upon mutual respect. This includes respect for differences.

Dialogue: 'Dialogue involves working with others collaboratively on problems for which the best solutions are not yet known'.* It presumes a commitment to working things through to a point where differences (of ideas, opinions, beliefs etc.) can not only be tolerated, but can usefully co-exist to produce new ways of thinking and doing.

Reflection: Reflection is a process of making space and time to consider, thoughtfully and with curiosity, the current realities of the organisation, its context and the people most affected by it. It is a sense-making process that can bring new insights and maintain our focus on the purpose of the organisation.

Creativity: We value creativity and curiosity as a powerful resource in everything that we do

Rigour: We seek to be thorough, diligent and rigorous in our efforts both to fulfil the purpose of the organisation and in striving for academic excellence. This is reflected in the high standards that we set.

*Ref: Paolo Friere

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4. Responsibilities

It is the responsibility of the Board to model the organisation's values in all of their organisational dealings. It is the responsibility of the Chair to ensure that all Board Members have access to the Values and know what they are and what they mean.

It is the responsibility of the CEO to ensure that all NIODA staff and students have access to the Values and know what they are and what they mean. It is an expectation that all NIODA personnel will strive to model the values in all that they do. That is, it is the intention that these values to be 'values-in-use'.

5. Related Documents

Statement of Purpose