Leader's role in creating a culture

Julie Howell

Equality Diversity & Inclusion

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Content

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What is culture?

There are many definitions of work culture and leaders need to have a shared understanding of what culture is and why it matters.

"how we do things around here" - the unique way your people live out your company's purpose and deliver organisational promises – Gallup.

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Role of a leader

- To reinforce organisational values

- To lead with compassion and help people thrive

- To foster inclusive and safe environments

- Must be willing to change and adapt themselves

- To remain agile and authentic

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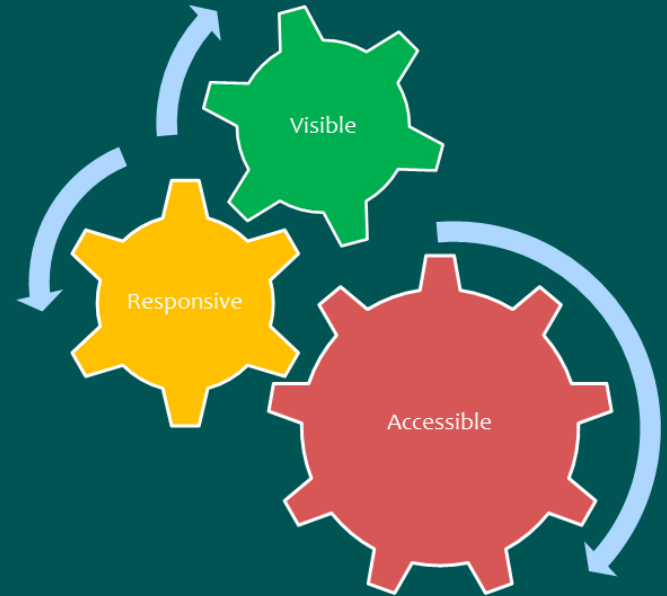we listen
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Why are we here?

NI Policing Plan 2020 – 2025

We have a safe community

We have confidence in Policing

Engaged & Supportive Communities

Visible

Responsive

Accessible

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People Strategy
People Principles

Being Representative and Inclusive

Leading Together

Resourcing for the Future

Serving with Professionalism
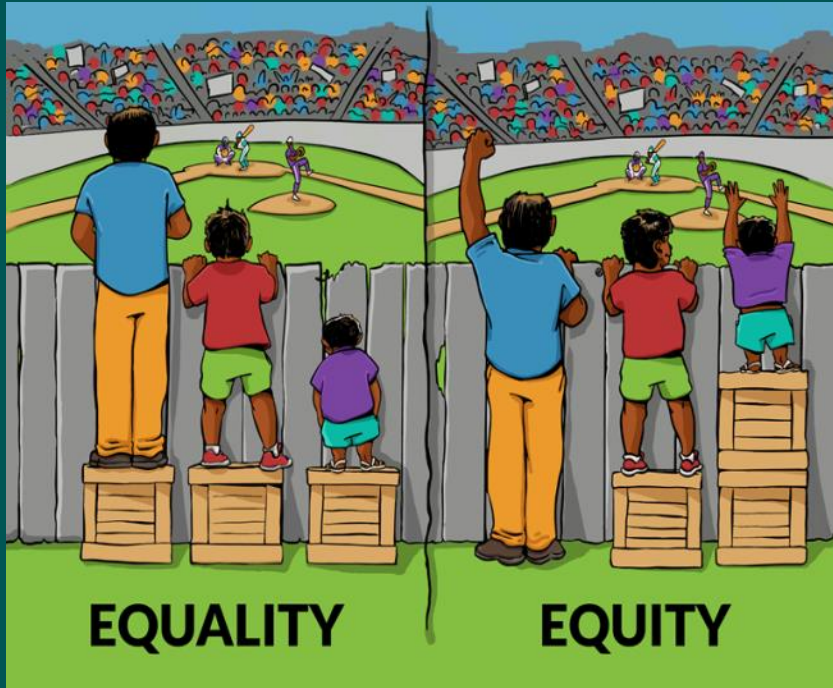
Valuing Health & Wellbeing

2023 Cultural Audit

People Strategy 2025: Colleagues expressed the need for an organisational culture which fosters a thriving organisation, where we work together as one team and care for those we serve and each other.

Cultural Audit : This audit demonstrates our commitment to gaining a better understanding of the workforce and workplace. It is about giving our employees a voice and identifying a baseline to celebrate and build on workforce strengths, as well as highlighting areas for improvement. It is an opportunity to develop an employee engagement framework to ensure this is a great place to work, where everyone can be their best.

It is important we support and listen to our people; we want to be sensitive to the issues they face as we navigate these difficult times.
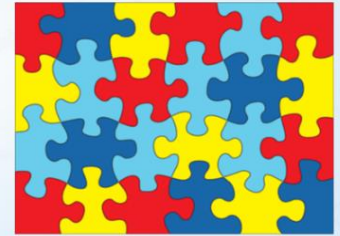
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What role does EDI have?

Next steps

Recruit, refresh & deploy talented employees who are aligned to your values

+

Create highly engaged teams that are well led and managed

=

Ready to deliver and perform for business success, enabled by capable multidisciplinary leadership

→

Improving outcomes for and with citizens and communities

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Are you ready to make a difference?

One day a man was walking along the beach when he noticed a boy picking something up and gently throwing it into the ocean. Approaching the boy, he asked, **"What are you doing?"** The youth replied, **"Throwing starfish back into the ocean. The surf is up and the tide is going out. If I don't throw them back, they'll die."** **"Son,"** the man said, **"don't you realize there are miles and miles of beach and hundreds of starfish? You can't make a difference!"**

After listening politely, the boy bent down, picked up another starfish, and threw it back into the surf. Then, smiling at the man, he said, **"I made a difference for that one."**

Loren Eisley

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Thank you

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