

◀ **CROSSRAIL** **VALUES** **AND** **BEHAVIOURS** ▶

In 'Together We're Moving London Forward', we set out the values for everyone who works on Crossrail.

This framework explains what it means for you...

VALUES AND BEHAVIOURS FOR EVERYONE WORKING ON CROSSRAIL

If you work on Crossrail, we expect you to demonstrate all of the behaviours for each value. Identify the areas you want to focus on and create a plan for yourself on the final page.

SAFETY	INSPIRATION	COLLABORATION	INTEGRITY	RESPECT
We put safety first	It's in our power to change things for the better	We're stronger together	We keep our promises	We treat people as we'd like to be treated
Understand what you must do to put safety first in your workplace and make sure that you do it.	Think creatively about how you and your team can reduce waste and achieve your goals more cost effectively.	Understand how other people on the programme depend on your work and how you perform it.	Do what you say you will do, right first time. If there's a problem you can't solve, tell the people who depend upon you.	Respect colleagues and members of the public and consider how they're affected by what you say and do.
If something is unsafe, don't leave it to others - take personal responsibility for making it safe.	Support and encourage team mates who suggest ideas for you and your team to improve your work.	Communicate clearly and openly with your workmates including those from a different team or employer.	Spend every £ as if it were your own and speak up if you see time, money or resources being wasted.	Appreciate and include teammates who have a different background and viewpoint from you.
Always look out for ways to improve health and safety in your workplace.	Respond positively to changes in your area and work to make them successful.	If there is a conflict at work, find a solution in the overall best interests of Crossrail.	Consider how the quality of your work will affect what people think about Crossrail, both now and in the future.	Understand that everyone on the project shares common values and works towards the same goals.

VALUES AND BEHAVIOURS FOR PEOPLE MANAGERS ON CROSSRAIL

If you manage people on Crossrail, we expect you to demonstrate all of the behaviours for each value, in addition to the behaviours that apply to everyone. Identify the areas you want to focus on and create a plan for yourself on the final page.

SAFETY	INSPIRATION	COLLABORATION	INTEGRITY	RESPECT
We put safety first	It's in our power to change things for the better	We're stronger together	We keep our promises	We treat people as we'd like to be treated
Lead by example to build a safety first culture in your team and encourage healthy lifestyles.	Inspire the team to think creatively and share their ideas for achieving team goals with less waste and at reduced cost.	Encourage team members to see the bigger picture and manage their work in the best interests of the overall programme.	Focus the team on achieving its goals and delivering a product that is fit for purpose.	Manage all team members respectfully and be inclusive of people from different backgrounds.
Regularly update your team on health and safety issues that affect them.	Identify who will be affected by change and involve them early on to create better solutions.	Coach team members to work effectively with others on the programme.	When unexpected things happen, focus the team on finding a solution that keeps the programme on track.	Challenge any team member who does not show respect for colleagues or members of the community.
Inspire team members to find new, better ways to make the workplace healthier and safer.	Manage change effectively by explaining the benefits in terms of achieving best value for public money.	Identify barriers to effective teamwork and challenge constructively to remove them.	Learn to 'look around corners' to identify risks and work out a plan to avoid them.	Appreciate the different skills, knowledge and culture of team members and put this to the best use of the programme.

VALUES AND BEHAVIOURS FOR SENIOR MANAGERS ON CROSSRAIL

If you are a senior manager on Crossrail, we expect you to demonstrate all of the behaviours for each value, in addition to the behaviours that apply to everyone and to people managers. Identify the areas you want to focus on and create a plan for yourself on the final page.

SAFETY	INSPIRATION	COLLABORATION	INTEGRITY	RESPECT
We put safety first	It's in our power to change things for the better	We're stronger together	We keep our promises	We treat people as we'd like to be treated
Use your influence and authority to insure that safety is never compromised at work.	Channel the team's creativity to where it has the biggest impact on improving value for money.	Create an environment that allows constructive, healthy debate about how we can best achieve our goals.	Develop a strategy that gets the right resources working in the right way to deliver the right results.	Regularly engage the wider team about the importance of our common values.
Network externally to promote and share health & safety best practice.	Encourage and celebrate 'out of the box' thinking that benefits Crossrail and advances industry best practice.	Build integrated teams that involve people from all levels of the supply chain to deliver a better quality product.	Actively manage business risks and barriers to ensure Crossrail delivers its promises.	Always be open and approachable, so that people can talk to you about the important issues affecting your area.
Create and drive a culture of constant improvement in health & safety.	Positively engage key audiences to drive complex change successfully.	Find ways to prevent organisational politics from getting in the way of effective decision making.	Keep a team focus on our mission to deliver a world class railway that fast tracks the progress of London.	Ensure that neighbours and members of the community are treated with respect and consideration at all times.

MY FOCUS AREAS FOR VALUES AND BEHAVIOURS

SAFETY	INSPIRATION	COLLABORATION	INTEGRITY	RESPECT
<p>We put safety first</p>	<p>It's in our power to change things for the better</p>	<p>We're stronger together</p>	<p>We keep our promises</p>	<p>We treat people as we'd like to be treated</p>

Learning Legacy Document

