

# ACHIEVE Awards Categories & Criteria

Ambition

Collaboration

Honesty

Innovation

Ethical

Valuing

Empowering

## Criteria

- Demonstrates exceptional ambition and drive in work
- Challenges oneself to excel
- Contributes to the delivery of exceptional service

## What this looks like

- Taking initiative in implementing innovative ideas. Not content with the status quo and actively seeks ways to do things better.
- Pursuing continuous learning and development to stay at the forefront of their field.
- Setting and pursuing ambitious goals for their selves or their team. Constantly seeking to ways so improve processes and outcomes.
- Achieving outstanding results through dedication, hard work and delivery of tangible outcomes.
- Taking on leadership roles or demonstrating leadership qualities within their team.
- Aligning their goals to that of the council – “Delivering services which build on the strengths and resilience of our neighbourhoods and supporting all residents to fulfil their individual potential, and that of their communities”.

## ACHIEVE Values - Ambition

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## Criteria

- Communicates with honesty, integrity and transparency
- Maintains respectful relationships with others
- Makes ethical decisions, considering the greater good and sustainability
- Delivers efficient and modern services

## What this looks like

- Being clear and transparent in communication and decision making. Making decisions that align with ethical principles, considering the best interests of the community and the long-term sustainability of council activities.
- Fostering a trustworthy work environment by treating all colleagues and citizens with respect, regardless of their position or background.
- Advocating for sustainable practices.
- Adopting sustainable practices and policies that reduce the council's environmental impact, such as energy-efficient infrastructure or waste reduction initiatives. Ensuring that council projects and developments take into account their environmental consequences.
- Works to streamline processes and eliminate inefficiencies in council operations, ensuring that resources are used effectively. Proactive in adopting modern technologies and practices that enhance service delivery.

## ACHIEVE Values - Ethical, Honesty

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# Innovative Solutions Award

## Criteria

- Embraces change and supports digital advancements
- Actively contributes to innovative practices and solutions
- Promotes new ideas and ways of working more effectively and efficiently

## What this looks like

- Actively embraces change and is open to new ideas, technologies, and ways of doing things. They do not resist change but rather seek opportunities for improvement.
- Supports the integration of digital advancements within the Council.
- Consistently demonstrates creativity and innovation in problem-solving. They actively seek solutions to challenges using inventive approaches.
- They are committed to a culture of continuous improvement, regularly seeking ways to make council operations more efficient and cost-effective.
- When promoting new ideas or approaches, they assess the potential impact on service delivery, resources, and overall council performance.

## ACHIEVE Values - Innovation

Ambition

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# Teamwork Excellence Award

## Criteria

- Actively promotes collaboration not only within their own department but also across different departments and teams within the council
- Contributes to fostering a culture of collaboration within the council, where colleagues recognize the value of working together to achieve common goals
- Consistently communicates effectively with colleagues from their own team and other departments, ensuring that information flows smoothly, and collaborative efforts are well-coordinated

## What this looks like

- A team demonstrating their ability to deliver clear benefits to services users and/or staff through working together effectively and efficiently.
- Projects the team has successfully managed which demonstrate excellence in quality, innovation, productivity and prevention.
- A track record of providing excellent services to customers via working well to achieve successful outcomes.
- The team is creative in seeking ways to provide or improve services that may increase efficiency and/or decrease cost.

## ACHIEVE Values - Valuing, Collaboration

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# Empowerment Champion Award

## Criteria

- Proactively empowers others
- Provides support, information and resources to enable effective performance
- Fosters an environment that removes barriers to collaboration

## What this looks like

- The employee actively mentors and coaches colleagues, helping them develop their skills and knowledge. They provide guidance and support to empower others to excel in their roles.
- They delegate tasks and responsibilities to team members, giving them opportunities to take ownership of projects and make decisions independently. This delegation allows colleagues to develop confidence and expertise.
- The recipient recognises and acknowledges the contributions of others. They encourage colleagues to take on leadership roles and express their ideas and opinions.
- They ensure that colleagues have access to the necessary resources, whether it's information tools, or training, to perform their jobs effectively.
- They actively share relevant information and updates with colleagues, ensuring that everyone is well-informed. They create channels for the dissemination of essential information.
- The recipient promotes open and transparent communication within the council. They encourage colleagues to share their ideas and concerns without fear of judgment or reprisal.

## ACHIEVE Values - Empowering

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# Community Appreciation Award

## Criteria

- Nominated by the public for exceptional service or contributions
- Demonstrates a positive impact on the community

## What this looks like

- Nominated by members of the public who have directly benefited from or observed their exceptional service or contributions to the community.
- Consistently goes above and beyond in serving the community. Nominations typically highlight specific actions, projects, or initiatives where the recipient has gone above and beyond their regular duties to serve the community.
- The recipient's actions or contributions have led to tangible benefits for the community, such as improved services, enhanced quality of life, or positive economic outcomes.

## ACHIEVE Values - Any

Ambition

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