

CPC values

Results-driven

- Take considered risks, use initiative and flexibility to deliver
- Meet commitments, drive initiatives through to completion
- Manage performance robustly and integrate resources to deliver objectives effectively
- Take personal accountability for achieving individual & shared goals

Client-focused

- Put clients at the centre of everything we do
- Anticipate client needs and innovate to meet and exceed them
- Encourage high quality results and a focus on high standards across the company
- Drive a focus on providing value for money
- Grow the company's reputation

A team player

- Respect other peoples contributions
- Encourage a collaborative and teaching environment
- Value diversity and support equal opportunity by encouraging and leveraging people's unique abilities
- Benefit the company through using and sharing information
- Positively accept support from others

Eager to learn and develop

- Accept and give fair, accurate and insightful feedback and instil a coaching culture
- Know when and where to seek help
- Suggest and support change initiatives and new ideas
- Continually improve and adapt approaches & methods of working

Professional and dependable

- Show courtesy and respect towards others, giving due consideration to their views
- Conduct business in a responsible and proficient manner
- Have personal integrity and ensure compliance with all legal and regulatory requirements
- Confidently build networks & work effectively with people of all levels from different backgrounds and cultures
- Understand your impact on others & manage your own behaviour accordingly

Motivated and energised

- Set stretching targets to succeed today and in the future
- Act as a role model in stretching your own capability
- Stand up for what you believe in
- Have a flexible and positive approach to work
- Show energy, enthusiasm & commitment to personal & work objectives
- Take responsibility and initiative for your own work

Encourage and energise others

- Listen to others with respect and create an open environment
- Encourage people to share lessons
- Enable people to accept and learn from mistakes
- Give people freedom to apply their unique strengths
- Motivate and inspire team mates
- Mobilise & energise people by making them feel they can make a difference

Role specific skills

- Be competent in carrying out relevant skills required by your role
- Successfully perform in a position using the relevant skill sets applicable to the role
- Act decisively and take calculated risks under pressure, taking steps to check and understand business implications