FOCUS FIRST DRAFT SHARED VALUES & COMMON CULTURE

BACKGROUND

1 IHF has a symbiotic relationship with the Student Club & IH BOM

2 New people ,new organisational structures and new strategies disrupt existing power relationship between the members of those semi- autonomous organisations & the governance systems established to enable the delivery of their mission and legislative mandate.

3 We need to be clearer about what is the SAME is and what is DIFFERENT about *WHAT* each organisation does ; *WHO* contributes and *HOW* we work together to create shared value

4 The separate /interdependent constitutions of IHF, BOM and the Student Club set out the mandated DIFFERENCES in purpose /objects of each entity *( The WHAT )* and the membership of each *( The WHO contributes )*

***The underpinning hypotheses***

Business research attributes 17% of value creation to organisational culture as opposed to 2% attributed to strategy.

A shared culture in both word and deed is essential for the IH family A first step is to adopt THE SAME Principles of Operation that

* Describe the espoused culture that permeates our internal and external relationships
* Require individuals to align behaviours with espoused intentions
* Will be applied as a mandatory component of the performance review of employees.

RECOMMENDATIONS ( for decision)

1 The following Principles of Operation be considered by BOM ; IHF and the Student Club independently

CELEBRATE DIVERSITY

We welcome and respect the richness that comes from difference in gender, race and life experience .

;

CONTRIBUTE TO THE STEWARDSHIP OF THE SOCIAL AND PHYSICAL ENVIRONMENT

We take responsibility for adding value to the environments we share .

;

EMBRACE ACCOUNTABILITY FOR IMPROVEMENT OF INTERNATIONAL UNDERSTANDING

We create shared value enterprises aligned to IH mission

We accept accountability for our contribution to the effective, efficient and ethical application of resources

2 The Chairs of the three entities meet to develop a second draft based on feedback provided

* The words /meaning
* The intended application of the words

3 The second draft is considered,endorsed and applied

**Theory underpinning this proposal Green profile preferred to red ???**

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