



# BDARS values statement - background

## **TEAM (ORGANISATIONAL) CULTURE DISPLAYS:**

- How people in the team think and behave.
  - The shared values of the team.
  - How people react to things that happen.
  - How decisions are made.
  - How we go about achieving goals.
  - “Above the line”/ “Below the line” behaviours
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## TEAM (ORGANISATIONAL) VALUES ARE EITHER:

- Defined and nurtured, or
- Develop haphazardly and become “learned”.

It is BDARS' goal to have **defined and nurtured** values and behaviours in our club – **modelled** by our leadership and **embraced** by our members.

Source: <https://www.forbes.com/sites/brentgleeson/2021/03/30/why-core-values-matter-and-how-to-get-your-team-excited-about-them/>

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# BDARS values statement

## 1BDARS

**B**e supportive of club events and activities

**D**emonstrate a safety-first approach in all we do

**A**ct with integrity, transparency, and professionalism

**R**espect the opinions of others, and accept the views of the majority

**S**upport members to share and expand their knowledge

- WHAT THIS MEANS
- We are 1 BDARS.
  - We make decisions for the benefit of the club, not the individual.
  - We are better together.
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# BDARS values statement

## 1BDARS

Be supportive of club events and activities

Demonstrate a safety-first approach in all we do

Act with integrity, transparency, and professionalism

Respect the opinions of others, and accept the views of the majority

Support members to share and expand their knowledge

- WHAT THIS MEANS
- We have a culture of “buy-in”, not “opt-out”.
  - We strive to get involved in as many activities as possible to support the club and each other.
  - We support activities and each other, even those things that are not our personal #1.
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**S**upport members to share and expand their knowledge

- WHAT
- We make safety our #1 priority, above everything else.
- THIS
- We do not compromise on safety, even to achieve speed or cost savings.
- MEANS
- We demonstrate a personal commitment to safety, and we look out for others.
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**S**upport members to share and expand their knowledge

- WHAT THIS MEANS
- We will always act with integrity and honesty.
  - We will be transparent in all our dealings with each other and external parties.
  - We will demonstrate a culture of professionalism so that we uphold the club's good name.
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- WHAT THIS MEANS**
- We will be inclusive and accept others, regardless of their level of knowledge or experience
  - We will always respect the opinions of others, even if does not align with our own.
  - We will accept the views and decisions of the majority.
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**S**upport members to share and expand their knowledge

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|-------|---|
| WHAT  | • We strive to be a learning and growing club.                      |
| THIS  | • We encourage each other to grow knowledge and experience.         |
| MEANS | • We acknowledge that all members have something to offer the club. |
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