



Excellence

4 AEGIC ascribes to **excellence** as a total commitment to being the very best you can in terms of your professional conduct, quality of output and reputational value to the industry. This involves consistently exceeding client expectations, striving for continuous improvement/early adoption, following due diligence, being accountable and personally enhancing AEGIC's reputation.

Acceptable behaviours	Unacceptable behaviours
4.1 Aspire to be the very best by consistently exceeding client expectations.	4.11 Doesn't care!
4.2 Constantly strive for continuous improvement.	4.12 Avoiding scrutiny
4.3 Own constructive criticism as an opportunity to grow.	4.13 Dismissing other ideas & values
4.4 Support a respectful, frank and fearless environment.	4.14 Laziness, or lack of attention to detail to complete a quality product or service.
4.5 Undertake reputation enhancing activities with your peers, industry, clients and members.	4.15 Leaving a document in a state you wouldn't want to pick up.
4.6 Undertake skilful and appropriate prioritisation of work.	4.16 Lack of direction of how work contributes to the big picture.
4.7 Consistently provide quality control, attention to detail, diligence and due process.	4.17 Maintaining the status quo.
4.8 Early adoption of successfully proven technology/science/methods.	4.18 Just doing what's required, nothing more.
4.9 Be accountable for your actions.	4.19 Letting down work mates, collaborators or clients by being indifferent to their needs or requirements.
4.10 Give credit where it's due by recognising and celebrating successes with work mates and collaborators.	4.20 Management that doesn't recognise or address poor performance or poor quality outputs.

Exceeding client expectations defines excellence and builds reputation



Collaboration

5 AEGIC is highly dependent on successful **collaborations** internally and externally that must engage industry partners with strategic impact, in an open, transparent and inclusive manner identifying and honouring mutually agreed expectations, acknowledging contributions and sharing joint successes.

Acceptable behaviours	Unacceptable behaviours
5.1 Display a 'can do' attitude with staff and external clients.	5.10 Excluding people in communication of information and gatherings.
5.2 Actively utilise key strengths to engage with potential partners.	5.11 Any kind of bullying or discrimination of others, put downs or sabotage.
5.3 Make a deliberate effort to be inclusive.	5.12 Not listening or responding to ideas or issues.
5.4 Display honesty, openness, transparency and respect in partner collaborations.	5.13 Remaining in your internal silos - failing to communicate work progress, issues or ideas that may benefit the project.
5.5 Share responsibility for ideas and ownership of successes.	5.14 Undermining good work - cancelling good projects without consultation.
5.6 Support a caring culture by reaching out to others in need.	5.15 Stealing intellectual property.
5.7 Select collaborators/partners for strategic impact.	5.16 Holding grudges from current and previous relationships.
5.8 Ensure AEGIC and potential partner have shared objectives and contributions.	5.17 Overselling capacity to collaborate.
5.9 Document joint expectations, goals and Intellectual Property agreements	5.18 Overselling or underselling contribution made in collaboration.
	5.19 Taking the credit for combined activities.

Successful and sustainable collaboration is based on mutual benefit

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OUR VALUES TOUCHSTONE



AEGIC is committed to supporting a values based culture to ensure clear expectations on behaviour help create the best culture to deliver on the Business Plan.

The touchstone of behaviours is integrated into how we recruit, manage, communicate, recognise and interact with our staff, clients, collaborators and the wider community.

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Integrity and Respect

1 Integrity and respect are at the heart of AEGIC’s values and provide a compass setting for how staff conduct relationships with fellow staff, clients and the wider community. AEGIC believes integrity is about being who you say you are, of telling the truth and owning mistakes.

Respect is about treating people with decency and supporting a diversity of skills, backgrounds and perspectives.

Acceptable behaviours		Unacceptable behaviours	
1.1	Treat other’s as you would like to be treated yourself.	1.11	Dishonesty – lying about something that was said/done or hiding the truth.
1.2	Be open, honest and transparent in your communications and actions.	1.12	Breaching confidentiality.
1.3	Proactively deal with conflicts before they damage working relationships.	1.13	Not being accountable for your actions by passing the buck or blaming others.
1.4	If you say you are going to do it, then do it!	1.14	Rude, inconsiderate or nasty behaviour or speaking about someone behind their back.
1.5	Think before you commit to an objective or provide reasons for change or a better way of achieving an outcome.	1.15	Using an angry tone of voice (or finger pointing) when talking with anyone.
1.6	Display sensitivity to cultural differences.	1.16	Talking down a staff member in a location where other staff can hear.
1.7	Be supportive and collegiate with fellow staff.	1.17	Not listening, interrupting or speaking over people.
1.8	Support the independent nature of AEGIC.	1.18	Not following through with commitments.
1.9	Face to face is the best way to talk out issues!	1.19	Falsification of records, science or accounting data.
1.10	Continue to display respect and integrity in times of pressure and stress.	1.20	Turning a blind eye to unacceptable behaviour (tacit/unspoken approval).

Sustainable and productive partnerships are founded on integrity and respect



Leadership

2 AEGIC leaders must champion AEGIC’s values both internally and externally to enhance national leadership to coordinate research on Australian export grains. This means adopting a motivating, consultative, collaborative and flexible style of leadership to provide strong direction, follow through, real innovation and practice change.

Acceptable behaviours		Unacceptable behaviours	
2.1	Lead by example and consistently demonstrate AEGIC’s values.	2.14	Unwilling to accept the views of others, closing down debate/discussion.
2.2	Say what you mean and do what you say.	2.15	Being unavailable to listen and discuss concerns.
2.3	Show and reinforce initiative.	2.16	Excluding people in communication of information and gatherings.
2.4	Know when to be open, transparent or confidential.	2.17	Failing to consult with stakeholders or collaborating with synergistic partners.
2.5	Be open, engaging, motivating & stimulating to exhibit a positive influence to staff and collaborators.	2.18	Being destructive to relationships – subversive, backstabbing or ‘divide and conquer’.
2.6	Communicate a long-term vision, set the pace and be prepared to make hard decisions.	2.19	Working outside established protocols and due process.
2.7	Prepare for and accept reasonable risk and failure.	2.20	Blaming others and not accepting responsibility for actions.
2.8	Be the champion or role model to facilitate cultural change.	2.21	Being discriminatory or unequal in treatment of staff and clients.
2.9	Consult with people closest to the issue and those that can provide an outside perspective.	2.22	Micro managing, or failing to delegate tasks.
2.10	Be approachable and fair.	2.23	Overloading staff with an unrealistic workload.
2.11	Encourage individual staff to take on leadership roles to resolve issues and create solutions.	2.24	Failing to check on the wellbeing of staff.
2.12	Be critical in a constructive manner.		
2.13	Use established processes and protocols to raise awareness with staff when they breach AEGIC’s values.		

Good leaders will surround themselves with good people and keep them happy



Innovation

3 Innovation is critical to the success of AEGIC and hinges on staff showing a willingness to seek ideas and share knowledge to embrace new and better ways of achieving AEGIC’s objectives. This includes staff making time to up-skill, reflect, take risks with new ideas and make mistakes to allow new solutions to surface.

Acceptable behaviours		Unacceptable behaviours	
3.1	Dedication to continual improvement with a willingness to seek and consider alternative and additional ideas/solutions.	3.10	Ambivalence to looking at better ways of doing things.
3.2	Challenge ideas constructively.	3.11	Shutting down conversation that explores alternative activities or perspectives.
3.3	Support, encourage and actively assign time for blue sky thinking and thinking outside the octagon.	3.12	Undertaking blue sky or shiny new ideas that are unlikely ever to deliver good value to the grains industry.
3.4	Discuss future focus with constructive strategies.	3.13	Having a pedestrian approach to work or maintaining the status quo, being obstructive by sabotaging or not being willing to try to improve things.
3.5	Prioritise activities for value and impact including appropriate extension of concepts.	3.14	Always saying why you can’t do something rather than why you can.
3.6	Be confident enough to take risks, give it a go and potentially fail.	3.15	Not allowing time to improve or innovate.
3.7	Seek cross-disciplinary perspectives in your field of work.	3.16	Not sharing your ideas and resources for the greater good.
3.8	Keep updating your skill set and have an ear to the ground (industry awareness).	3.17	Duplicating effort, reinventing the wheel wasting time, money and resources.
3.9	Seek to engage and include our export grains customers in your field of work.		

Tomorrow’s solutions are today’s innovations