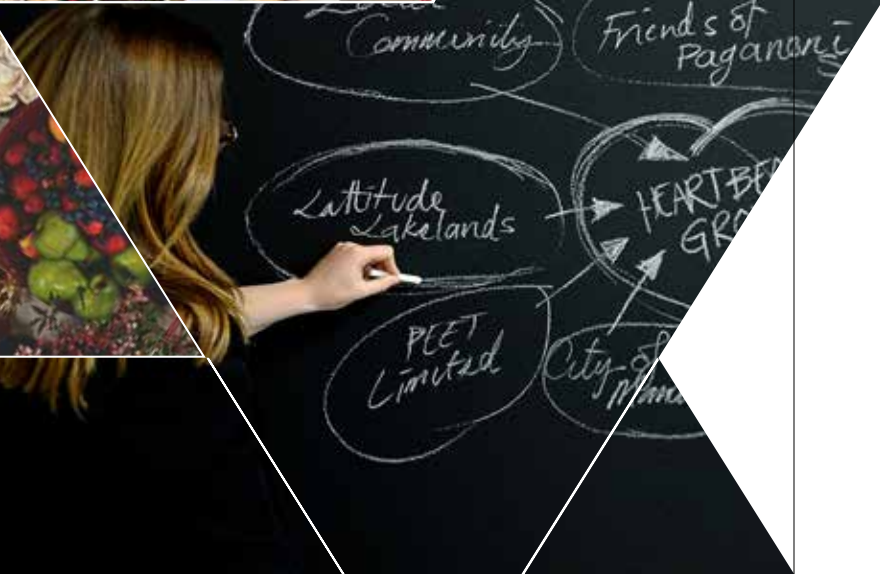




**Creating
Communities**

Values
HANDBOOK



Welcome to our Values Handbook

Creating Communities is a team of change-makers. We are dedicated to using the power of community to drive positive economic, environmental and social outcomes. We work to propel change across all sectors. And we seek to foster change in ourselves, to be the best people we can be and an even better team.

It's our values that guide these endeavours. Our values remind us of our foundations, they unite our efforts and inspire the best in us, individually and collectively.

Our values prod us, pique our interest, guide us and sometimes challenge us. This keeps life interesting and keeps us moving forward confidently.

We've loved developing our values together and we love sharing them. We hope you enjoy them as much as we do.



Vision

Create a better world one community at a time.

Purpose

To transform communities by uniting the interests of people, industry and government, driving shared value.

Guiding Philosophy

Creating Communities Australia was founded on the belief that vibrant, functioning communities are in everyone's interests, and that community members, industry and government all have a role to play. We blend the needs and aspirations of all stakeholders with the broader benefits of social, economic and environmental sustainability, to help communities flourish.

We strive for innovation in community and economic development, capitalising on the uniqueness of communities and the opportunities to create shared value. We consult, engage and listen. Our approach builds durable relationships between multiple stakeholders and this collaboration provides real and lasting benefits.

Excel at the nexus

We seek to achieve valuable outcomes at the nexus between community, business, government and Creating Communities' goals. We understand how and where these interests overlap and strive to achieve creative solutions at the core of their connections. Our solutions are unique and innovative, to ensure we deliver extraordinary outcomes for clients and communities.



Ask yourself

Have I identified the opportunity that sits at the intersection of stakeholders' needs?

Am I able to collaborate and cooperate to achieve win-win solutions?

Have we mined the project for beauty and meaning, to discover that special something that sets it apart?

Give generously

Generosity is both a way of being that shapes our collaboration as a team and a spirit that we are motivated to embed in communities around the world.

We see and allow for a generosity in our work by: helping others in need, volunteering time, speaking out for change, giving space for others to thrive and contribute their ideas. Our actions are motivated by a generosity of heart that we continue to reflect upon and nurture through our work.



Ask yourself

- Are we helping to foster a generosity of spirit in the communities and spaces in which we work?
- Can I recognise when to provide help and when to allow space for others, and do I do this successfully?
- Are my actions and intentions underpinned by empathy, understanding and a generosity of heart?

Generate trust

Being guided by morals, ethics and values helps us to act with integrity within our roles and in the spaces in which we work. We seek to be reliable and trustworthy by: listening well, doing what we say we will do, accepting responsibility, being honest and speaking the truth.



Ask yourself

Are my actions in line with my morals, ethics and values, and those of Creating Communities?

Am I being courageously honest?

What is required to be trusted individually and collectively?

Create lasting, positive change

Our models and approaches are proven to create lasting, positive change. We focus on building capacity, both internally and in the communities in which we work, in order to ensure our impact is sustained and grown over time. We do this by: developing people, recognising heritage, embedding culture and building the soft infrastructure that captures and promotes a lasting legacy. Building reciprocal working relationships and enabling succession of roles are key strengths of our business.

Ask yourself

Am I supporting the long-term success and viability of communities, including handing over to the community when the time is right?

Are we creating reciprocal, two-way relationships that enable succession of our skills, knowledge and roles?

Am I working collaboratively and strategically, to ensure lasting, positive change?



Sharpen the pencil

We strive for purpose and meaning over profit, but it's our commercial discipline that allows us to achieve our goals to change the world into a better place. Our experience has shown creating shared value is critical to the sustainability of community initiatives. Creating Communities aligns the interests and investments of stakeholders to deliver mutual benefit. We then walk alongside stakeholders and the community, to bring this into being.



Ask yourself

Does my project deliver shared value?

How will I enable longevity in this solution?

What is the social dividend for my client, the community and other stakeholders?

Am I employing good project management skills (time management, cost management, client management, regular reporting)?

Nurture relationships

Developing and maintaining positive internal and external relationships are central to the success of our business. We support all individuals and nurture relationships in a way that allows people to reach their goals while working for the common good. We encourage active listening, sharing and collaborative decision-making, to develop respectful, open and robust relationships.

Ask yourself:

Do my actions help to build and enhance positive relationships?

Do we allow for diversity of opinion and continue to work collaboratively with others?

Is my intent to create community or is it to position myself?





At the heart of it

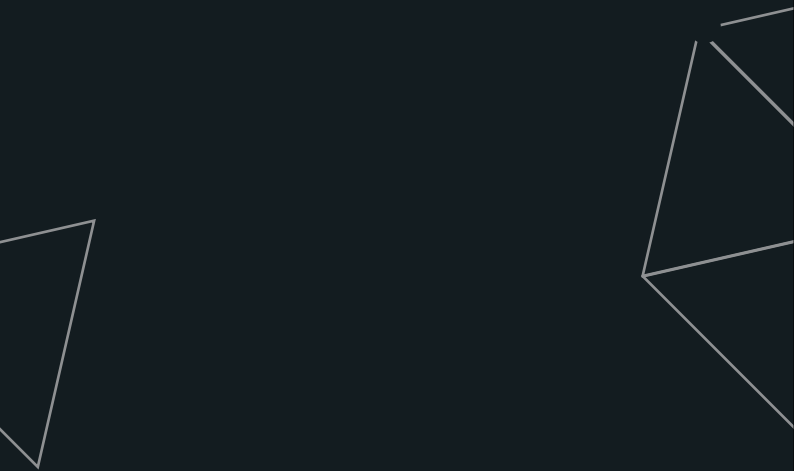
We believe that at the heart of things, most people want good things for themselves and each other. This desire is firmly lodged in the collective subconscious, and drives us to look out for each other and to seek good outcomes for our communities. It's this heart we uncover and bring to life in our work.

Ask yourself

What is at the heart of it?

How are you bringing heart to what you do?

How can the heart of this community be brought to life?



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