

people-oriented,  
bold,  
innovative,  
collaborative,  
ambitious,

Delivering the University of Strathclyde's Values





# Values at Strathclyde

The University of Strathclyde is a place of useful learning where we are recognised as being:

**People-oriented:** committed to our staff and students, providing opportunities and investing in their development.

**Bold:** confident and challenging about what we do, and supportive of appropriate and managed risk in our decision-making.

**Innovative:** focused on discovering and applying knowledge with impact, and encouraging creative thinking and new ideas.

**Collaborative:** working together, internally and externally, with integrity and in an open, respectful way.

**Ambitious:** for our institution, staff and students as well as supporting the ambitions of our partners.

## Principal's Introduction

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The University's Values capture what we're all about: who we are, what we believe in and what we stand for. Our Values have been derived from how we act and how we expect to be treated as part of Strathclyde.

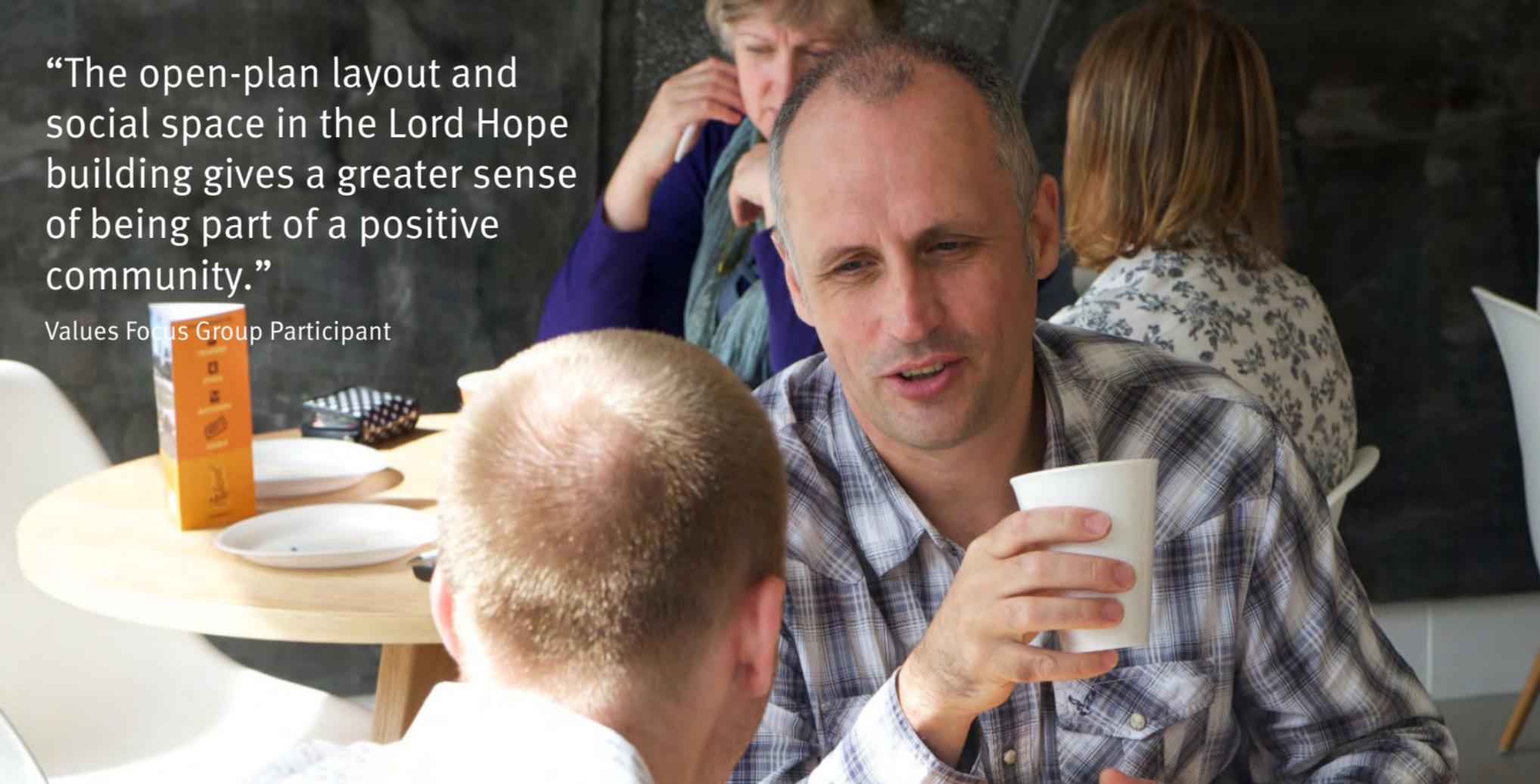
As we work together to live our Values, I am convinced that our University will continue to be 'the place of useful learning' that our staff, students and partners benefit from and that is increasingly recognised as an institution ready and able to take steps to further enhance our ethos and performance.

To truly live our Values, the University is committed to providing an environment and experience that reflects them. As part of this, we expect all colleagues to conduct themselves in a way that is consistent with our Values, as endorsed by staff from all corners of our University.

Following extensive conversations with a range of staff across the University, we have further identified what the Values mean to us and this brochure sets out this detail. Our Values are applicable to all Strathclyde staff. The information that follows can be adapted to reflect the particular needs of different roles and different staff. It is intended to act as a guide rather than an exhaustive list.

Please use this brochure as a reference document to help you, your colleagues and wider teams to consider how best you can contribute to making the Strathclyde Values work to the benefit of our University, our staff and students, our collaborators and the wider community.

Professor Sir Jim McDonald  
Principal and Vice-Chancellor



“The open-plan layout and social space in the Lord Hope building gives a greater sense of being part of a positive community.”

Values Focus Group Participant

## We demonstrate that we are **people-oriented** when we:

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- show that we value and appreciate colleagues and students for the work they do
- identify and engage with others in a positive way
- pay attention to the needs of others and respond positively to these
- deliver on the promises and commitments that we make
- listen to and respect other peoples’ views and opinions
- behave in a courteous manner and treat people with understanding and respect
- are committed to our own professional development and to supporting the development needs of others

## We demonstrate **boldness** when we:

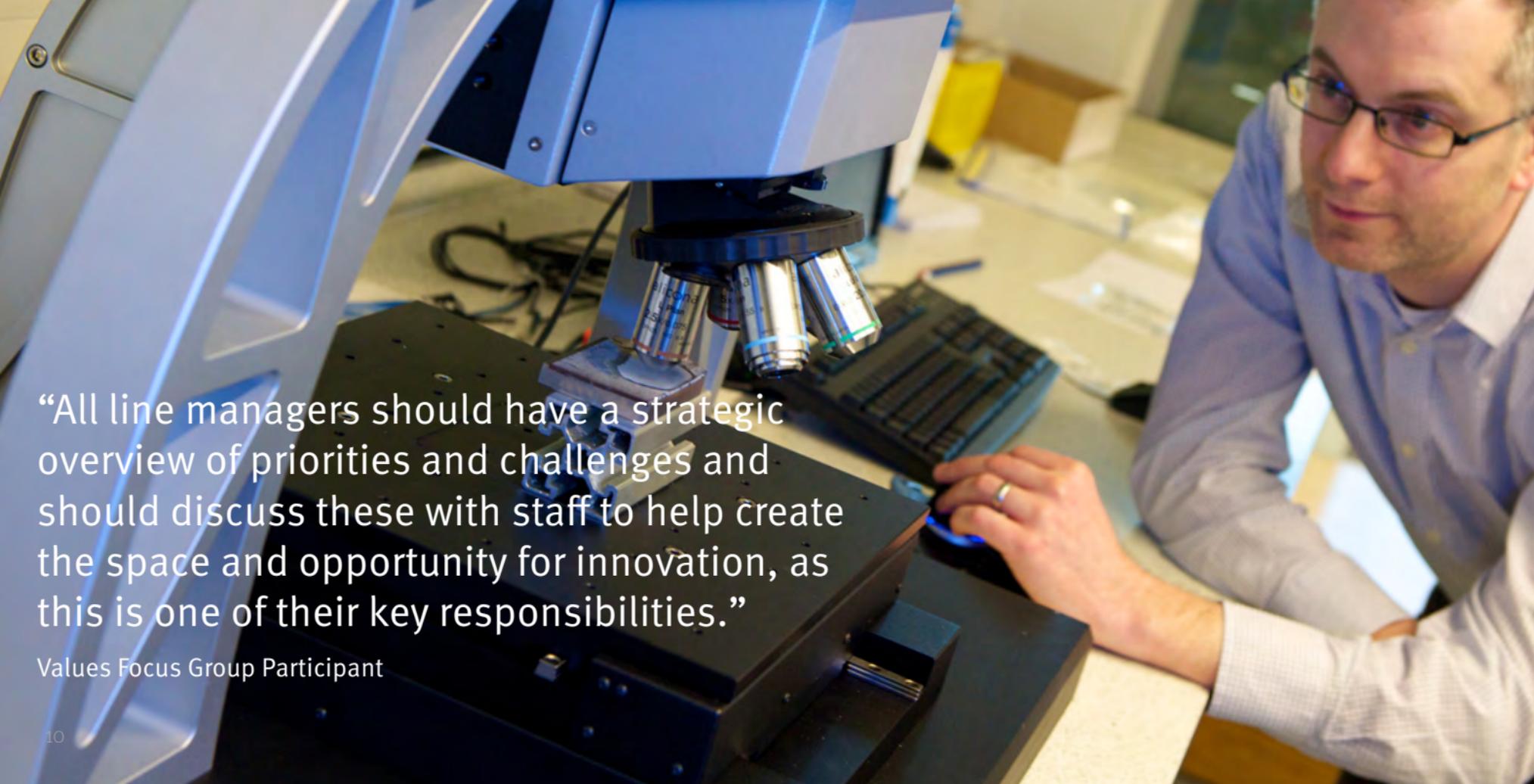
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- always strive to be excellent and for excellence in others
- express our ideas and opinions on ways in which we can improve the staff and student experience
- take calculated and mitigated risks
- create a working environment where people are encouraged to challenge themselves and others
- accept that sometimes mistakes happen and focus on what can be learned from them
- identify things that are not working well and take appropriate action to improve them
- be open and honest in our dealings with others and give feedback to support development
- have the courage to face up to problems and to seek improvements



“Ask people for honest feedback and be open to ideas of how things can be better in the future.”

Values Focus Group Participant



“All line managers should have a strategic overview of priorities and challenges and should discuss these with staff to help create the space and opportunity for innovation, as this is one of their key responsibilities.”

Values Focus Group Participant

## We demonstrate **innovation** when we:

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- anticipate opportunities and challenges rather than react to them
- actively seek to improve the way we work and encourage others to do the same by giving them the resources and scope to develop their ideas whenever possible
- look for the positives in any new ideas and don't focus overly on barriers
- value people for their ideas and creativity
- invest sufficient time and energy to find solutions to challenges
- are persistent in trying to overcome barriers to reach our goals
- keep abreast of new developments in our areas of expertise and professions and use these to enhance the staff and student experience and organisational performance

## We demonstrate **collaboration** when we:

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- work cooperatively with internal and external colleagues and create and maintain positive working relationships with them
- deliberately seek to include relevant people in discussions and show that we value their contribution regardless of their job or grade
- take the time to listen to peoples' perspectives and take this into account in decisions and plans
- give our time and expertise to others when needed and give them support and the information they need to take things forward and to be successful
- create inclusive cultures and have an international outlook
- ask people for help and advice while appreciating their time is valuable
- act in a courteous and polite manner to each other, even when our opinions differ

A photograph showing three people in an office environment. A woman with long dark hair and glasses is pointing at a laptop screen. A man in a light blue shirt is looking at the screen with a slight smile. Another woman with dark hair is also looking at the screen. The background shows office shelves and a window.

“There is a significant difference in the university from a few years ago. The Advanced Forming Research Centre and strategic partnerships are all evidence of greater collaboration.”

Values Focus Group Participant



“The Technology and Innovation Centre is evidence of the University’s ambitious plans for the campus, and for knowledge exchange and cutting-edge research.”

Values Focus Group Participant

## We demonstrate **ambition** when we:

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- strive for success for ourselves, for those we lead and work with, and for the University
- work together to deliver the University’s strategic aims and goals
- set challenging targets for ourselves and others
- encourage and enable those around us to ‘think bigger’
- seek opportunities to improve and encourage others to achieve to the best of their ability
- celebrate and value each others’ achievements

For further information on the Strathclyde Values, please contact your line manager or:

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