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OUR CULTURE CODE

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Solicitors

 Marrons
Planning

 SHAKESPEARE
MARTINEAU





Our values guide us and reflect who we are

Our culture code is how we live our values as leaders and members of the group. It's how we unlock potential and applies to us all in every aspect of our people, clients, the group and our communities



Authentic:

We are open minded and confident in ourselves while always valuing diverse perspectives.



Collaborative:

We share knowledge and work together as a team, making the cake bigger for all.



Trusted:

We do the right thing, not the easy thing, integrity is everything for us, our words and actions match.



Brave:

We love exploring ideas, pushing boundaries, driving change for the benefit of all.

- Our Culture Code brings to life our values and conveys “how we do things here”, whether joining the membership, sharing how we act with others, or when we hold each other accountable.

- We proactively fight discrimination and exclusion. We build and develop diverse teams, bringing different backgrounds, perspectives and experiences together.
- We have transparency in everything we do. We are open with information, knowledge and share talent openly. We only say things about people that we say to their face.
- We proactively work to provide and ask for candid, helpful and timely feedback. We seek to learn from each other and develop our own knowledge and skills.
- We positively question anything contrary to our culture or our responsibilities. We do not shy away from difficult conversations and call out anything that works against us.

- We keep our commitments and own the outcomes of our choices.
- We embrace our agile operating model and take the right action at the right time with our cost-conscious mind-set.
- We empower all our people with significant individual responsibility.
- We enable people to self-manage, while always putting the client and the group first.
- We stand by our decisions and those made by the group, always acting in the group's best interest. Tough decisions get made without agonising and actioned quickly.
- We seek opportunities to consistently make our business, teams and the work we do better. We each recognise and play to our strengths.
- We communicate well. We are straightforward, concise and articulate, listen well and seek to understand before acting.
- We treat others how they like to be treated. We recognise that our people and clients have different needs to our own, so consider their perspectives to engage effectively.

- We engage and inspire our people on our purpose; regularly reviewing team and individual performance to push us further with our ambitions.
- We are ambitious in all we do, striving to be better than yesterday and brilliant role models.
- We take smart risks and are open to possible failure; learning from every failure and proactively sharing learnings to make us all better.
- We are optimistic and tenacious in our own way; confident and openly humble.
- We accomplish amazing work and empower our teams to do the same; ensuring as a team that all our priorities are connected to our client's needs.
- We celebrate exceptional outcomes, recognising and rewarding our teams and individuals in the moment.
- We break down silos and challenge politics, we have no hidden agendas

Our culture is underpinned by our positivity and our passion for what we do. We take ownership and responsibility to tackle behaviours or actions that hinder our purpose or progress.