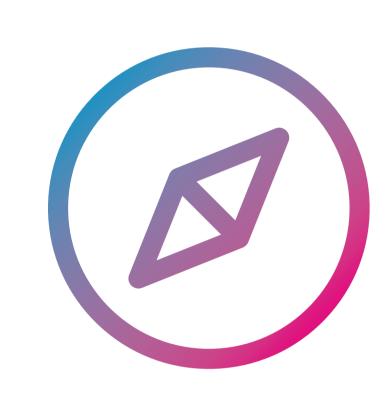
Leadership Behaviours



Effective Leadership



Leading the Way

Thinks Strategically

Takes an intelligent, futurefocused, solutions-orientated, big picture view in establishing strategic direction.

Commercially Aware

Is a source for fresh perspectives, break-through ideas and creative solutions that create real business value.

Champions Partners

Puts internal and external customers and publishers at the heart of everything we do.



Working with Others

Fosters Teamwork

Promotes teamwork to drive better company results and provides on-going feedback to enhance performance.

Inspires Engagement

Creates an environment where people are engaged, enables them to perform at their best, and develops self and others.

Builds Knowledge-based Competence

Builds strong, capable organisations, teams and individuals. Recognises excellence in performance.



Getting Things Done

Leads Execution

Leads productivity & profitability. Translates strategies into focused plans, aligns people and work to achieve operational excellence.

Drives Results

Creates a sense of urgency, competes to win, meets goals, manages risk and drives sustainable operations.

Drives Continuous Improvement

Constantly simplifies, reviews and improves work processes for maximum impact.



Living Our Culture

Empowers People

ESG - Meets health, safety, environmental and quality standards for self, team and organisation.

Inspires Trust

Walks the talk and inspires trust through personal credibility, and creates an environment where people do the right thing.

Readily Adapts

Leads change, demonstrates adaptability and flexibility.

