

Citizenship and Leadership

Within each role at UQ it is important to discuss, plan for and recognise both what is delivered (*Delivery goals*), what we aspire to (*Developmental goals*) as well as 'how' we achieve our goals (*Citizenship and Leadership goals*).



Citizenship and Leadership provides the opportunity to discuss how we will work together to promote a positive culture and leadership behaviours that will ultimately enable us to deliver on the [strategic objectives](#) of the University.

Citizenship and Leadership was included in the APD process to:

- Embed a focus on our [UQ values](#) in APD discussions, and
- Support recognition of the many ways our staff support a positive culture and leadership at UQ.

Citizenship and Leadership goals may encompass how you will support your colleagues or organisational unit, formal or informal leadership activities, and other behaviours and activities which are aligned with the UQ values.

Examples

- During COVID many staff collected and packed essential groceries for our international students who were isolated with no income during the lockdown
- The Ally Network where members create a safe, welcoming and inclusive space for the LGBTIQ+ community
- UQ Open Day volunteers
- Mentoring
- Social Committee membership
- Health safety and wellness ambassadors

Questions for leaders to facilitate Citizenship and Leadership goal setting:

- Which of the UQ values are you focussed on this year?
- How can you demonstrate this value in your role?
- How would you like to make a contribution to the broader success of our team/University?
- What does leadership look like for you in your role?
- What leadership goals are important to set to help you and the team be successful this year?

Feedback prompts on Citizenship and Leadership:

- 'Here's how you demonstrated *particular UQ value / citizenship / leadership behaviour ...*'
- 'Here is what you could do more of to demonstrate this *particular UQ value / citizenship / leadership behaviour ...*'

To support the integration of Citizenship and Leadership components into the APD conversation, it helps to regularly discuss this aspect beyond APD, either in 1:1s or as a team. This may look like:

- Managers publicly recognising contributions to Citizenship and Leadership.
- Colleagues having defined opportunities to recognise each other's contributions.
- Discussing and providing feedback/recognition on Citizenship and Leadership during regular 1:1s.
- Discussing as a team how Citizenship and Leadership behaviours will come to life in terms of expectations and aspirations.