

# 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 LGBTIG+ 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.