



Healthy Linney Person

A Healthy Linney person has responsibilities that are vital to help ensure that we can achieve our goal of being world-class. Not being world-class means you come to work, do the job, don't break rules and then go home. In this ever-changing world this will not take your career or your earnings anywhere. Being part of a world-class company means striving at all times to contribute towards achieving our world-class status. This involves a different mindset and you should:

- 1 **Share ownership** of continuously improving the efficiency in your own work area.
- 2 Ensure that your team has meaningful KPIs and aspirations and that you **need to understand them**.
- 3 Understand the main costs in your work area. You must **help to eliminate waste where you work**. Waste of time (inefficiency), waste of materials (rework) and waste of people (poor manpower usage) are all killers and **must be continuously challenged**.
- 4 **Attend and participate fully** in team meetings. Use them to continuously improve workplace performance.
- 5 Challenge, in a constructive way, any inefficiency that you observe. No matter what anyone says, **inefficiency kills businesses and careers**. (That is your earnings and your future.)
- 6 Be aware that things cannot stay the same because the world is changing – change is inevitable. **Be comfortable with change**. Don't be negative about change, we are changing to survive. Help introduce change, it is the only way to safeguard our security and our prosperity.
- 7 Use your appraisal to develop yourself. Make it count and make sure it happens on time. **Don't ignore the benefits of the appraisal system**.
- 8 Understand that you are responsible for exceeding your customers' expectations whatever you are working on.
- 9 Understand that **poor performance by you does not just affect you**. It jeopardises the security and prosperity of everyone in the Group. Make sure you are pulling your weight.
- 10 Never be political, involved in issues of race, colour, creed, size and you should **never let a colleague or a customer down**.
- 11 **Be brave**, there will always be others trying to stop you – keep pushing, get to the top.

Describing words: enthusiastic, involved, committed, brave, courageous, innovative, honest, co-operative, friendly, knowledgeable, teamworker.

LINNEYgroup