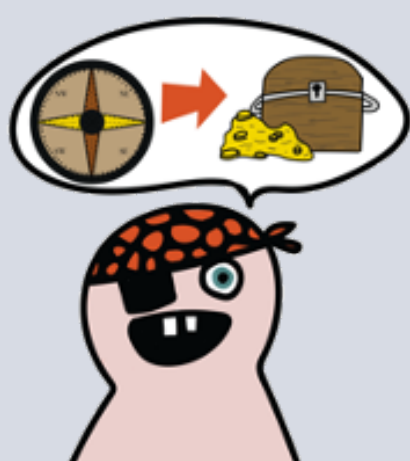


VALUES MATTER

and even more in times of change

THEY SHOW THE DIRECTION

At an organisational level, values constitute the culture of a company, they describe the key behaviours essential to the company's mission, vision and strategy and guide our actions.

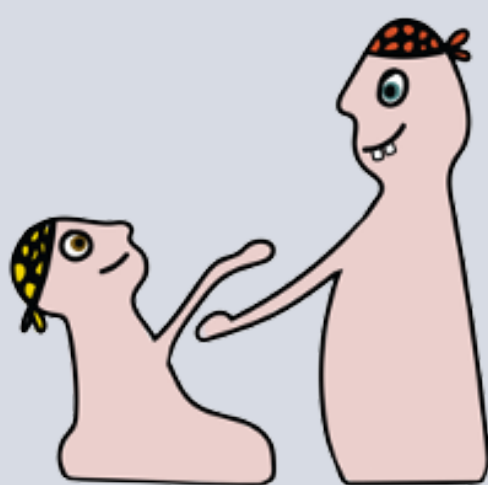


EFFECTIVE COMMUNICATION

Make your employee aware of the positive long-term impact of behaviours that align with company values and the risks of not adopting them. And lead by example, as this is also a form of non-verbal communication.

RECOGNISE AND REWARD BEHAVIOURS MATCHING THE VALUES

This will increase self-confidence, motivation, accountability and proactivity amongst team members. And positive feedback matters.

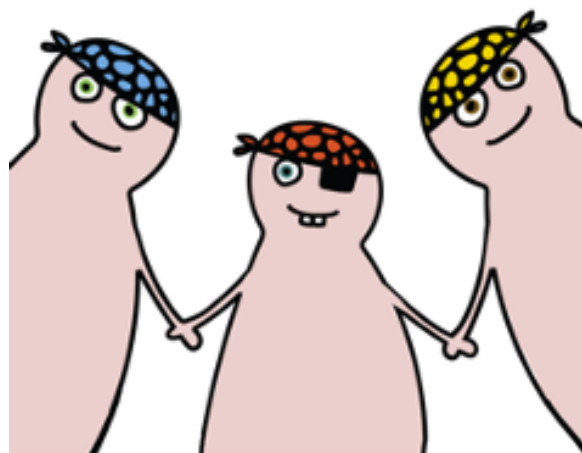


PROVIDE SUPPORT TO THOSE IN DIFFICULTY

Sometimes, it is not a matter of not wanting but rather of not being able. As a leader, it is important to identify problematic behaviours and then help your employee to correct them. And constructive feedback matters.

THEY ENABLE COOPERATION & GROWTH

Values allow teams to work towards common objectives that strengthen the feeling of belonging and cohesion. Externally, values help companies to present themselves in a particular and unique way.



ALIGN YOUR PEOPLE PROCESSES TO YOUR VALUES

Think of your values when you hire or attract people, when you assess or develop someone, when you review your employee's performance.

AT AIMS INTERNATIONAL SWITZERLAND, WE HAVE HELPED MANY CLIENTS TO RECOGNISE THEIR VALUES AND EFFECTIVELY INTEGRATE THEM IN ALL OF THEIR PEOPLE MANAGEMENT PROCESSES.

Read more at aims.ch

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YOUR LEADERS