

NAVY VALUES

SERVING AUSTRALIA WITH PRIDE



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Serving Australia with Pride reinforces the Royal Australian Navy's vision, motto and mission, and defines the New Generation Navy (NGN) values and behaviours that are expected of all Navy people. It is about the Navy's expectations of each of you and also what you can expect from each other.

I see NGN being about modernisation: our culture, our structures and the way we lead. However NGN is not only about the top level of the Navy driving the change - the change needs to come from within, and driven from the bottom up. I believe we are seeing evidence of this throughout the Navy.

The success of NGN is vital because we have some exciting capabilities coming down stream - and we need people who want to be here to make use of that capability so we can fight and win at sea in the defence of our country and its interests. I believe that we will achieve this through the application of Navy values and adherence to our signature behaviours.

I have every faith we can make these changes to our culture together.

R.J. GRIGGS, AM, CSC
Vice Admiral, RAN
Chief of Navy

Our vision is to be:

An Australian Navy renowned for excellence in service to the nation

Our vision is consistently interpreted and shared by all through our motto:

Navy - Serving Australia with Pride

Which we will deliver through our mission:

To fight and win at sea

We demonstrate what we stand for through our values:

Honour, Honesty, Courage, Integrity and Loyalty

We live our values through our signature behaviours:

1. Respect the contribution of every individual
2. Promote the wellbeing and development of all Navy people
3. Communicate well and regularly
4. Challenge and innovate
5. Be cost conscious
6. Fix problems, take action
7. Drive decision making down
8. Strengthen relationships across and beyond Navy
9. Be the best I can
10. Make Navy proud, make Australia proud





Honour

..... is the fundamental value on which the Navy's and each person's reputation depends!

Honour reflects our moral and ethical standards. It demands strength of will and inspires physical effort and selfless service. Honour guides our actions in a way explicit rules cannot; it shapes our conscience and determines our notions of pride, self-respect and shame.



Honesty

.....is always being true to ourselves, our shipmates, and our colleagues!

Honesty demands we face our shortcomings. We must be open and upfront with each other and ourselves. Honesty drives personal and professional growth. A lack of honesty hinders improvement, allows incompetence to be swept under the carpet and encourages failings to be ignored. Honesty enables us to serve with a clear conscience, sincerity and selflessness.



Courage

.....is the strength of character to do what is right in the face of adversity!

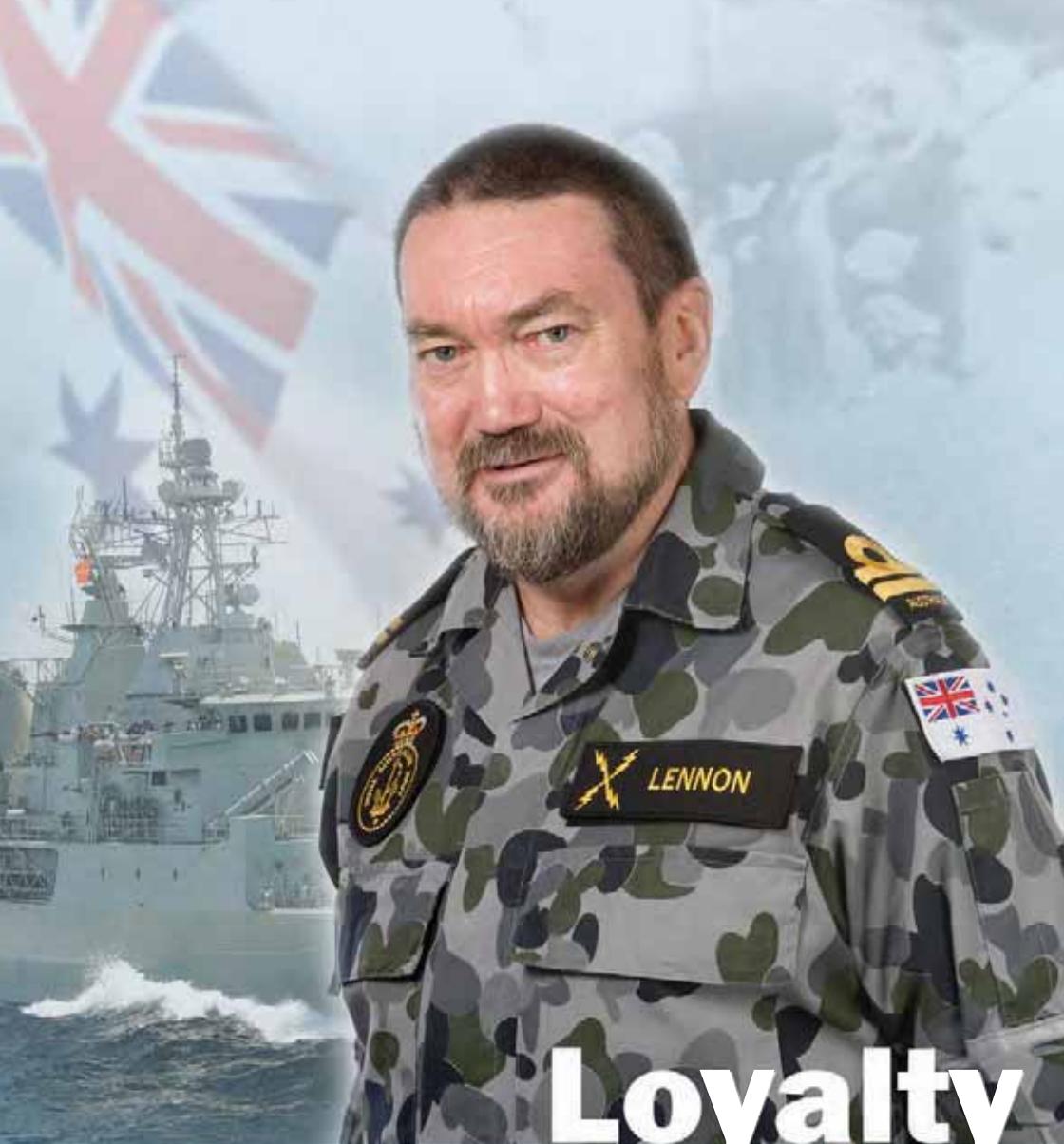
Courage demands unwavering obedience to moral principles. Courage drives responsibility, humility and personal example. No amount of education or experience can overcome a deficiency of courage.



Integrity

.....is being committed to always doing what is right, no matter what the consequences!

Integrity is unforgiving: if it's not right, don't do it - if it's not true, don't say it. Our integrity defines our moral power and underpins our fighting spirit. As people of integrity we confront and overcome wrong regardless of personal cost.



Loyalty

.....is being committed to each other and to our duty of service to Australia!

Loyalty is a reciprocal obligation of our shared and mutual commitments to each other and to the nation. It requires we acknowledge commendable effort and that we accept responsibility and accountability for our actions and for those of our subordinates.

Knowing our values and what they stand for is critical to every person. Whether we are working within the Navy or representing the Navy in the community, the values are clear.

To assist us in demonstrating the values in a practical sense, the Navy has ten signature behaviours. They focus on three important parts of Navy life:

PEOPLE, PERFORMANCE and PROFESSIONALISM

The signature behaviours reflect the Navy's culture, which supports people during and beyond their service, makes and executes decisions, and empowers everyone to make a respected contribution.

If we all commit to living Navy's values and signature behaviours, each member will feel a sense of pride, achievement, fulfilment and personal satisfaction.

SIGNATURE BEHAVIOURS

- 1 Respect the contribution of every individual
- 2 Promote the wellbeing and development of all Navy people
- 3 Communicate well and regularly
- 4 Challenge and innovate
- 5 Be cost conscious
- 6 Fix problems, take action
- 7 Drive decision making down
- 8 Strengthen relationships across and beyond Navy
- 9 Be the best I can
- 10 Make Navy proud, make Australia proud

Our Signature Behaviours

PEOPLE	Respect the contribution of every individual
	Promote the wellbeing and development of all Navy people
	Communicate well and regularly
PERFORMANCE	Challenge and innovate
	Be cost conscious
	Fix problems, take action
	Drive decision making down
PROFESSIONALISM	Strengthen relationships across and beyond Navy
	Be the best I can
	Make Navy proud, make Australia proud

- Recognise the value of each person's contribution to Navy
- Be respectful of role, experience and background
- Value diversity

- Develop Navy people to their full potential
- Know and care for people – we all have Divisional responsibilities
- Keep people at the core of all decisions
- Build the team – provide guidance and challenge their abilities

- Keep your team informed
- Be clear, consistent, timely and accurate
- Engage thoughtfully and check for understanding
- Express and receive feedback graciously

- Challenge, question and be open to change
- Generate new ideas
- Support creative solutions

- Understand the cost implications of the decisions you make
- Find solutions that are enduring, efficient and add value
- Use it like you own it

- Seek and accept responsibility
- Take ownership of what you say you will do
- Turn your ideas into actions
- Technical Integrity and Seaworthiness enables the war fighter

- Make sound, timely decisions based on principles not just rules
- Drive decisions to the appropriate level
- Trust and support people to make good decisions at the right level

- Work together to identify and achieve common purposes and objectives
- Build inclusive partnerships
- Deliver on Navy's promises, and do it well

- Strive for professional excellence
- Know yourself and seek self-improvement
- Maintain your personal wellbeing
- Underpins respecting our contribution

- Lead by example
- Value Navy's identity and reputation
- Live Navy's values



Signature Behaviours – People

Respect the contribution of every individual

“Listen to what people have to say, reward/praise for good work in the workplace.”

“If people come up with new suggestions, explore the possibility of change.”

“Personnel to be mindful of others in and around their workplace: more importantly, everyone to respect each other’s individuality.”



Signature Behaviours – People

Promote the wellbeing and development of all Navy people

“All of us have experience of someone who has cared for our wellbeing and development, and we should take this example and try to implement it in our own lives and workplace.”

“At our workplace we have taken a positive approach to getting signature behaviours instilled in people from the lowest ranks. Examples include creating a Positive Training Progress Report System, more ownership of trainee brew rooms, with ideas sessions that the boss listens in on.”



Signature Behaviours – People

Communicate well and regularly

“This signature behaviour is about two way communication. It is important to let someone know if there is an issue that is troubling you, so the people you work with can adjust to assist with what the problem is. This may include but not be limited to personal issues, courses you may wish to attend or your superiors may want you to attend. My personal opinion is there should be more regular feedback across the Fleet in relation to one’s professional performance. It is a bit late to find out you need to improve in some areas 6 or 12 months down the line when Performance reports are done.”



Signature Behaviours – Performance

Challenge and innovate

“I would like to see people in my workplace undertake challenges with a positive attitude and have the confidence to speak up about ideas.”

“Attempt to find means of improving the workplace and utilise workplace processes and the Divisional System to make positive change.”

“To encourage all staff to come forward with ideas and investigate ideas before dismissing them.”



Signature Behaviours – Performance

Be Cost Conscious

“Everyone discussed how money throughout the Defence Force was used to purchase things that many people already had or had multiples of, such as stationery. We have made a conscious decision to only buy what we actually need and not what we need to stock up on. Put the money to good use and purchase something that everyone on the base/ship can use and not have a product sit there for months before it is to be used.”

“As the unit has a relatively small budget the behaviour was set to take full advantage of capabilities such as teleconferencing, re-using student stationery, etc.”

“In order to ensure we are able to afford future capabilities right across the Fleet, we must all endeavour to be cost conscious in all our activities.”



Signature Behaviours – Performance

Fix problems, take action

“Adopt the maxim, the standard you walk past is the standard you set - you need to take action to fix it not just walk past it.”

“Fix the problem and minimise the risk.”

“Address a problem...don't be afraid to ask for help.”



Signature Behaviours – Performance

Drive decision making down

“Sailors accepting that command is committed to driving decisions down, but they, as sailors, need to accept responsibility when given the authority to make that decision.”

“It was stressed to all staff, if they saw a task that they believe was being handled at too high a level, bring it to the attention of their supervisor so it could be looked at and possibly be handled at a lower level, if governance permitted it.”



Signature Behaviours – Professionalism

Strengthen relationships across and beyond Navy

“To work together to get the job done well the first time.”

“We discussed how our behaviour and openness will affect our operational effectiveness in the real world. Also how we can strengthen our ties with civilians and the public to make our public image better and make things easier for us to operate with a better corporate image.”

“That by working together with ourselves and external agencies, we as a team can produce efficient and professional standards as well as creating a harmonious working environment”.



Signature Behaviours – Professionalism

Be the best I can

“I consider being the best I can is to live up to my own ambitions without allowing outside influences to hold me back. This is the same for job satisfaction, private life and personal projects.”

“A good understanding of what an individual can achieve if they put their mind to it. To support that individual in making the best decision available to them”.



Signature Behaviours – Professionalism

Make Navy proud, Make Australia Proud

“We need to understand that we represent the Navy and Australia when we are in public and need to ensure we are proud of our actions in uniform.”

“24/7, Navy is more than a job, it’s a lifestyle.”

“It’s understanding that what we do in our time off can affect how people see us and see the Navy.”

**For additional copies or
further information contact:**

New Generation Navy Program Management Office - **(02) 6265 1474**
or visit - http://intranet.defence.gov.au/navyweb/sites/_pubs/

