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WE LEAD THE CREATION OF GREAT PLACES AS THE FOUNDATION FOR COMMUNITY.

share + collaborate, walk the talk, be passionate, lead + innovate, talk straight, empathise + respect



share + collaborate

The selfless sharing of knowledge, skills, ideas and insights builds the intellectual capital and organisational capacity of our team, our clients and the people we work with.

RobertsDay believes collaboration is the most effective way for this transfer of information and wisdom. Collaboration is the art of listening first, robust but respectful dialogue and working towards an outcome shared by many.

We believe that sharing and collaborating will result in a more enriching career.

Do I constantly advance my knowledge on creating great places?

Do I share this knowledge with others for their benefit?

Do I listen to all voices in a project?

Do I foster a team environment?

Do I compromise when necessary?

Do I listen to the specific needs of a client and not just the general intent?

Do I provide continual feedback to the client prior to the issue of the final output?

lead + innovate

RobertsDay is a thought led organisation and a market leader in new knowledge and industry innovation through our commitment to research, collaboration and knowledge exchange.

We acknowledge and embrace our responsibility to lead through innovation.

Ideas and innovation are at the core of our thinking and enable us to identify positive opportunities and deliver better outcomes for our clients and team.

Do I pro-actively bring new ideas to projects?

Do I set a positive example to others through effective leadership?

Do I challenge convention for a better outcome?

Do I promote a culture of testing and challenging ideas?

Do I understand cost and value?

Do I have the respect of my peers?

Do I have the respect of my clients?

Do I learn from my mistakes?

Do I practice RobertsDay values?

Do I dare to be different?

walk the talk

It is important that we reflect and live the principles that we espouse in the way we approach our work and in our dealings with our clients, colleagues and each other - in effect that we **Walk the Talk**.

Central to the integrity of RobertsDay is that:

- We practice what we preach;
- We take responsibility for our actions;
- Where there is a problem, we take ownership and drive the solution;
- We are genuine in everything we do.

Do I practice what I preach?

Do I follow through on what I say I will do?

Am I genuine in all my dealings?

Do I live the lifestyle that I am selling?

Do I acknowledge and understand the responsibility I have in shaping future communities?

Do I ensure our work is completed in accordance with the endorsed scope and fee?





talk straight

Communication within RobertsDay and with external parties revolves around clarity, understanding, respect and integrity.

RobertsDay believes that in communication, we must genuinely listen to each other, our clients and stakeholders about their needs, and endeavour to understand them. The RobertsDay voice says what is meant with clarity, directness, honesty, balance and respect, whether in speaking or in writing.

Do I listen without distraction?

Do I understand what is said?

Do I understand why it is said?

Am I open to new ideas?

Am I fair and reasonable to others?

Do I avoid bullshit and jargon?

Do I give clear and well considered advice?

Do I tell it like it is; freely and without prejudice?

Do I judge others poorly when they do so?

Do I speak at the right opportunity?

Am I balanced in my communication; knowing when to push our views, and when to respect counter views?

be passionate

Our people are renowned for being passionate and enthusiastic about their craft as we lay the foundations for new communities which can enrich people's lives.

We love our work as we have the ability to shape great spaces and make the world a better place.

We are proud of our successes, celebrate them and assist people to emulate them.

Happiness is important to us. We enjoy meeting people along the planning pathway.

Do I love coming to work?

Do I love what I do?

Do I inspire others?

Do I share the love?

Do I have conviction?

Do I add value beyond expectation?

Do I impart my knowledge and experience?

Do we celebrate our wins?

Do I enjoy our project work?

Do I enjoy working with our clients?

empathise + respect

Respect is the hallmark of genuine collaboration and empathy. The work we do is an opportunity to share a unique journey of discovery.

At RobertsDay we respect diversity of opinion. It's OK to disagree if you do it professionally and with respect.

Try to understand the motivation behind the other person's position. This will provide greater insight into how to reach a solution.

If there is a problem, always direct your communication at the problem not the person.

Do I treat everyone with respect?

Do I genuinely collaborate with others or do I just pay lip service?

Do I actively listen, or am I just waiting for my turn to speak?

Do I bring people on a journey of discovery?

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