

# THREE REASONS WHY PEOPLE WANT TO WORK FOR NORTH STAR

## REASON ONE - NORTH STAR IS A GREAT EMPLOYER

North Star is an award winning employer of choice and our approach to people is different to most organisations. We have high levels of staff engagement because we encourage and develop people to get involved. External awards and quality badges are sought not to raise our profile, or compete with others (although this is helpful) but to validate and measure the success of our significant investment in people.

**\*92% of staff say North Star is a great place to work**

## REASON TWO - YOU CAN DEVELOP AS A LEADER

No one person or small group of people has all the answers so we involve and include more people. In practice this means that decisions are taken or shaped by those people most affected by the outcome of the decision. Our approach means that people are involved, more accountable and more influential.

We invest in the development of leaders across the organisation and many people are involved in leading the organisation. Everyone takes part in development and training to enable our skills to be applied flexibly in a way that maximises the impact on us and the business.

**\*90% of staff say that they are trusted, encouraged to take the initiative and take part in decision making**

## REASON THREE - YOU WILL BE INVOLVED IN THE BUSINESS

**Our vision, values and strategy have been shaped by everyone who works here. Everyone has the opportunity to;**

- Contribute to leading North Star
- Influence what we do and how we do it
  - Be creative and innovative
  - Apply our skills flexibly
  - Learn new ways of working
  - Be trained and developed
- Contribute to improvements and drive them through