Purpose:

Special Olympics Manitoba believes that the development of organizational values is paramount to its on-going success.

Our Values:

- Integrity
- Innovation In Leadership
- Passion & Dedication
- Commitment to Excellence
- Transparency and Accountability

Our Values in Action:

For each value statement a set of actions has been developed. They include:

Integrity:

We respect one another and our athletes and invested partners
We are open and honest with our athletes, colleagues and partners
We are authentic and fair in the decisions we make and the actions we take
We create an environment that fosters trust for one another
We are ethical in presenting ourselves and in conducting our business
We encourage, listen to and are responsive to the opinions of others

Innovation in Leadership:

We strive for creativity in all aspects of the organization
We will be proactive
We will be on the cutting edge in our decisions and on going dealings
We will strive to maintain and enhance the long term ethics and safety of the organization
We encourage innovative thinking at all levels of leadership in the organization
We will seek and provide opportunities to develop and improve
We believe in accepting and implementing change

Passion & Dedication:

We are loyal to the organization and the members of our team
We believe in the rights of individuals with an intellectual disability
We embrace challenge with purpose and energy (hard working)
We have the drive required to be successful
We recognize personal endeavour

Commitment to Excellence:

We believe in providing exceptional athlete centered and customer service
We succeed through teamwork in a positive environment
We provide opportunities for individuals to develop and succeed within the organization
We will provide the resources and authority to meet our goals and objectives
We will set targets that make a difference
We celebrate our achievements and organizational triumphs

Transparent and Accountable:

We take ownership and are accountable for our actions
We will make informed decisions
We will ask questions to encourage self-determination in preference to telling people what to do
We will be able to give clear and concise reasons for the decisions we make
We will foster communication and encourage our athletes and vested partners to be involved in decision-making processes

Living Our Values:

However, just as with the mission and vision statement, it is one thing to have a written guide to the organizations values that is articulated on a wall, or remains in a folder, but it is quite another thing to have living values which shape our culture. Five suggestions to ensure we are living our values include:

> Communicate Values Constantly – communication should be done both internally and externally (ie: Board of Directors, Human Resource Committee, Regional Councils).

Ensure New Team Members Fit With And Understand Values – when recruiting new personnel they should meet the organizations values. In addition, they should be part of any organizational orientation.

Revisit and Refresh Values – periodically we will revisit our values and update them as required.

Confront Contradictory Behaviour – ensure we give feedback to those who do not live out the values.

Periodically Check Out With Feedback – ask our clients what they think are the organizations values and if we are meeting them. This should be both external and internal.

Conclusion:

By committing to our values, we are making a major investment in the long-term future of Special Olympics Manitoba. Articulating and living our core values will assist us to achieve new levels of athlete centered programming and service provision to all our partners.

By living our values, we will continue to foster a work environment dedicated to advancing our skills and enhancing our level of professional excellence. This will ensure we remain extremely responsive to our athletes and partners needs. Our values will also help to strengthen loyalty to the organization and foster the development of “the team”.