



OUR CAMPION HOMES
FOUNDATIONS



our
foundations

We all act as 
passionate
custodians of Campion

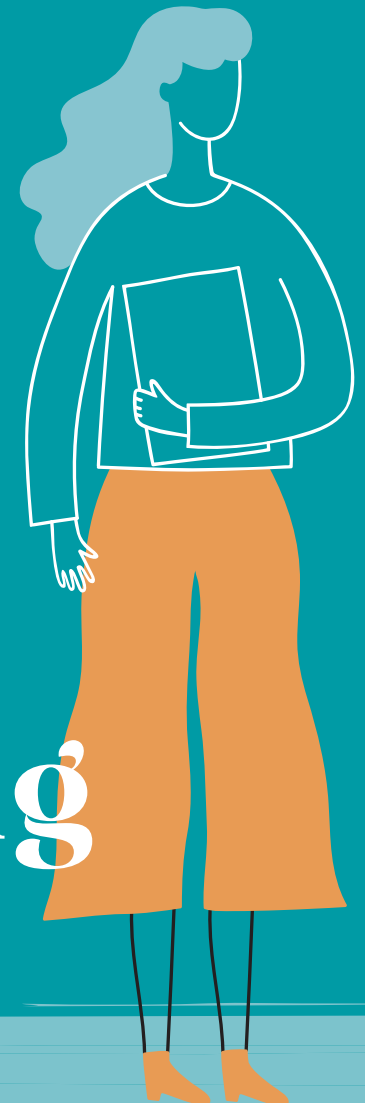


In other
words

Enjoy what we do,
knowing why we do it and

understanding

how we contribute is part of all our day jobs





Say yes to:

- Building a positive team and inclusive family spirit
- Listening to others and encouraging them to open up
- Working hard and being reliable
- Owning our own development and performance
- Ensuring clarity of job role and responsibilities

Say no to:

- Putting 'me' before 'we'
- Watching others struggle
- Passing the problem 'up' to resolve
- Pride getting in the way of asking for help/support
- Focusing more on the negatives than positives



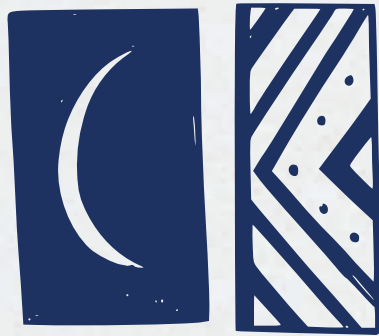
The Result

Protect, sustain and grow our

quality
reputation

with our employees,
external partners and clients



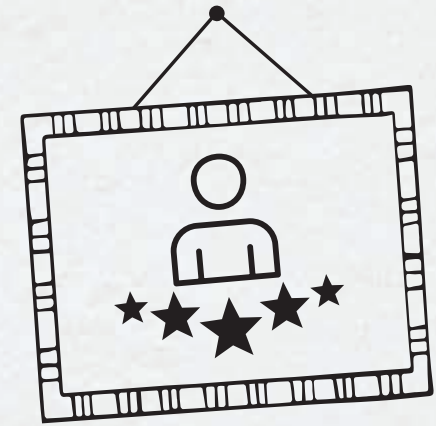


our **foundations**

We deliver

excellence

through pride and determination



In other
words

Taking

accountability

for doing the right things to ensure our collective
expertise is utilised for the greater good



Say yes to:



- Making the tough decisions and follow through on them
- Focusing on what matters and getting it done
- Being straight-talking
- Keeping our communication understandable and timely
- Removing unnecessary blockers to delivery

Say no to:



- Being set in your ways
- Walking past opportunities for improvement
- Only focusing on your part of the project
- Taking a 'you don't need to know' approach
- Letting your ego get in the way

Result

Ensure we are seen as a

leader

in our industry
and with our clients



our
foundations

We
**embrace
change**

so we develop and thrive together



In other
words

Continuously
striving

for better whilst not losing sight
of what has got us here



Say yes to:



- Using the phrase “why don’t we look to improve it?”
- Collaborating in ways which pull us together and push boundaries
- Seeing feedback as an opportunity to learn
- Participating in healthy debates and constructive challenge



Say no to:

- Using the phrase “that’s how we’ve always done it”
- Accepting processes that are slow and inefficient
- Preventing others’ to be able to carry out their role
- Becoming complacent
- Working from a ‘thinking you know it all’ perspective



The Result

Continue to be seen as
a great place to work by
our employees with a focus
on more

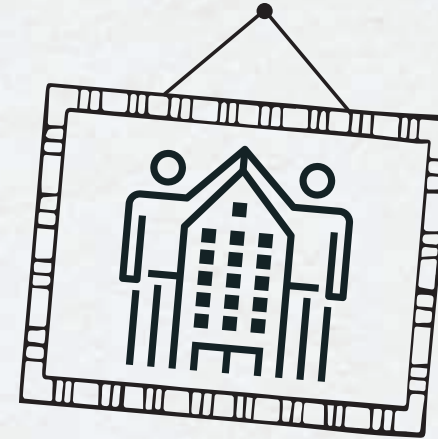
efficient
and
effective

ways of operating



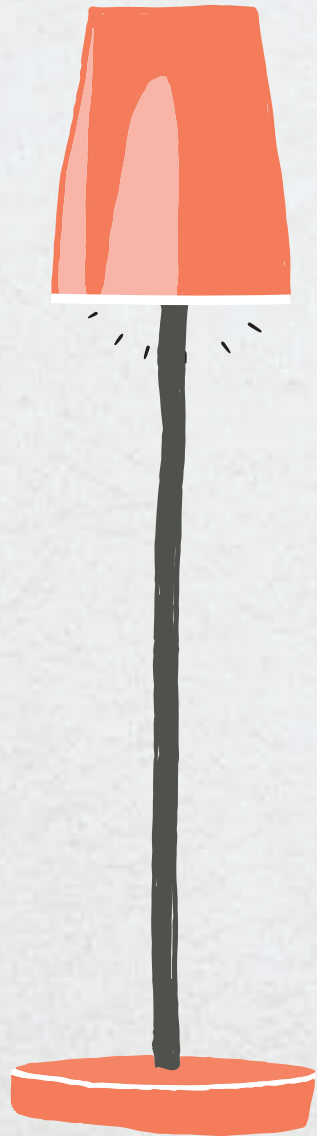
our
foundations

We
respect
each other as human beings



In other
words

Everyone is able
to bring their
whole self
to work and encouraged to
feel they belong



Say yes to:



- Working as a team to make great things happen
- Encouraging everyone to be the best they can be
- Taking care of each other
- Being honest and transparent with each other
- Getting to know each other as people

Say no to:



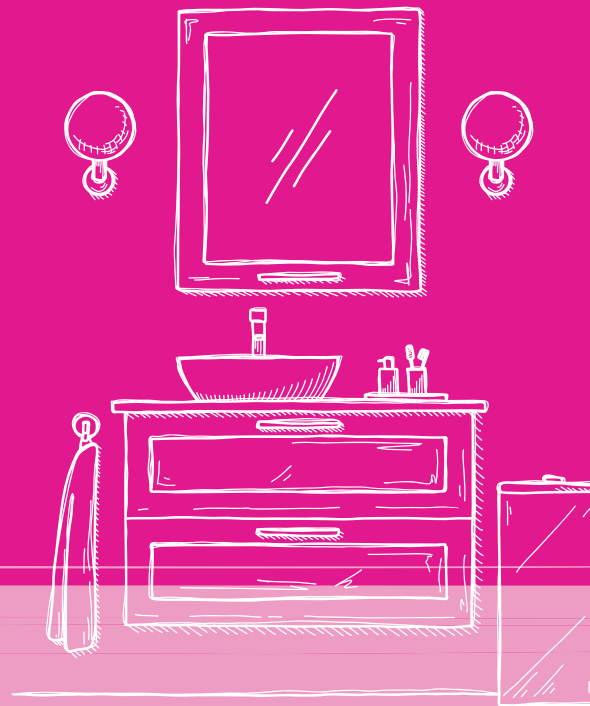
- Seeing generational differences as challenges
- Failing to acknowledge the contributions of others
- Dismissing others' opinions without consideration
- Treating others unfairly
- Speaking down to others

The Result

Positively impacting our

wider community

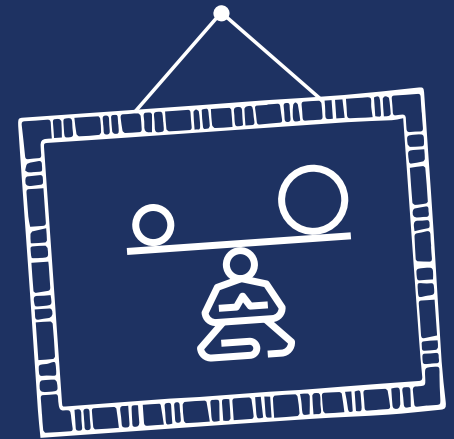
and employees feel proud to be part of Campion





our
foundations

We build with our
hearts
and our heads

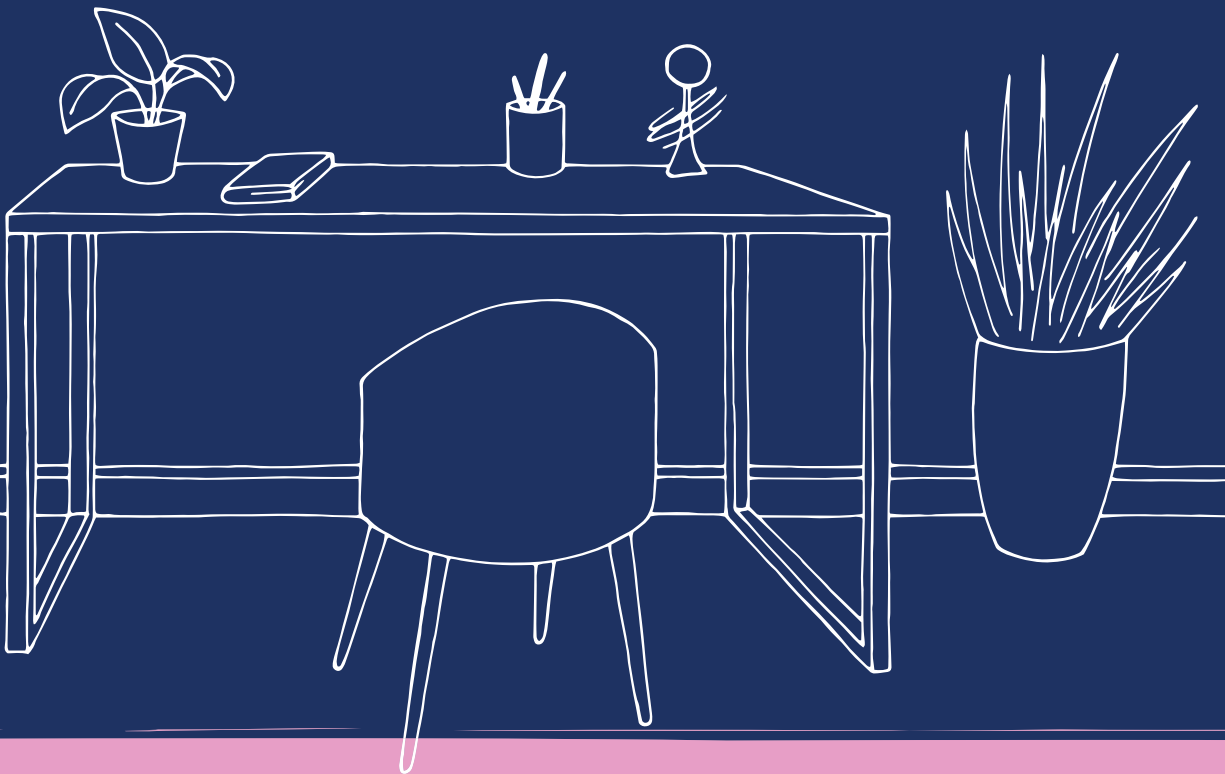


In other
words

Challenging ourselves
to achieve the

right balance

of delivering with care through efficient
and consistent ways of working



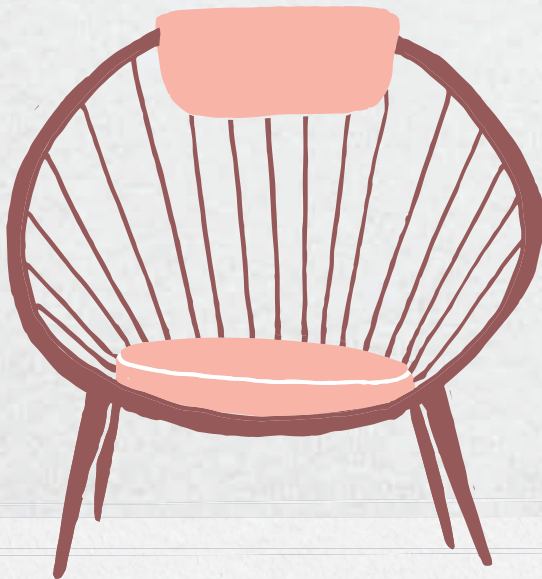
Say yes to:

- Keeping our promises to deliver the right outcomes
- Being clear about our expectations of others
- Treating our supply chain, sub-contractors and clients as partners
- Building strong, reliable and trusting relationships
- Celebrating our successes, big and small



Say no to:

- Being too humble about the difference we make
- Stopping yourself and others putting your head above the parapet
- Allowing cliques and negative thinking to stifle progress and creativity
- Believing you can do your job without others



The Result

Deliver

the dream

for our clients and
continued success for Campion





GET IN TOUCH

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