

Kevin Hogarth**What people like and admire about me...**

Strong relationship building skills

Calm, collaborative and collegiate working style

Optimistic, supportive and encouraging

Fun to work with – don't take myself too seriously

Asks thoughtful and probing questions, listens well

Able to stand back from the detail and see the big picture

Inclusive – values the views of all, encourages contribution

What's important to me...

Helping create a fairer society and better workplaces where people can be who they are and make the most of their potential

Getting things done not just talking about what needs to be done

Getting everyone involved to create a real sense of ownership

Treating people with respect and valuing what they have to offer

Developing people and seeing them thrive and achieve their goals

Life outside of work - my friends and family, music, theatre, eating out, watching (sadly no longer playing) football, cricket and most other sports

How to support me well at work...

Provide me with good reliable data and tell me what you think it tells us

Think through potential solutions to problems then use me as a sounding board to improve on your ideas

Involve me in long term, strategic projects that are changing and improving the organisation

Provide me with feedback if you think I could be doing something differently or more effectively

Include me when I should be included but don't when I am not necessary

Allow me to problem solve with others rather than leaving me on my own to come up with the answers