

Thrive at Qube: *Bringing our values to life...* Leader Guide

Leaders are vital for bringing our Qube values to life...

Thrive at Qube is our shared vision, to be the best at what we do, our strategy to be the leading integrated logistics provider and our purpose in helping our people, customers, communities and industry to Thrive!

Fundamental for us all to Thrive, is our shared values of **Integrity, Reliability and Inclusion**, they are the heartbeat of our business.

Our Qube values lay the foundation of our culture, what we care about most. They provide a common purpose for us all to work together for a successful future.

Leaders need to be clear with employees what behaviours is expected from them, lead by example and help employees make the right decisions.

Why our values are so important?

- Our shared values inform the behaviours we enact every day when doing our job.
- Values help us make the right decisions.
- Shared values help build great teams, deliver excellent customer service and foster innovation.
- Shared values improve employee engagement and motivation and are critical for the attraction and retention of employees.

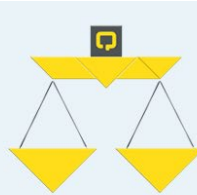
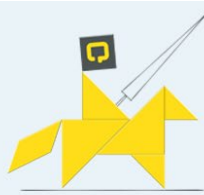
What are our Qube values?

Integrity	We believe in doing everything we do with honesty, transparency , and commitment . All deserve to be treated with respect .
Reliability	We believe in doing what we said we'd do, when we said we'd do it, safely and securely . Trust is earned and we know how to earn it.
Inclusion	We believe in collaboration , a voice for all and diversity of thinking. Working together , and with customers, takes us all further.

Call to action

Leaders are vital for bringing our Qube values to life. You can help us achieve this by ensuring our values are embedded into everything you do every day. It's simple to do, you can:

- Incorporate them into your team meetings, and your one-on-ones.
- Bring the values to life by leading by example. Demonstrate the behaviours you want your team to follow.
- Have conversations with your teams, regularly asking them to share examples of what Qube values look like in action – real examples.
- Showcase and recognise teams and team members who are demonstrating **Integrity, Reliability**, and **Inclusion**.



Reward and recognise Qube values in actions and celebrate excellence by:

- Verbal on the spot recognition
- Nominating for a Thrive Award – ‘The Qubies’ and submitting it via email to thrive@qube.com.au

Conversation starters...

Here are some open-ended questions for you to use as a guide. Please don't be limited by them – you know your team, engage them, encourage them to open up and to share their stories. It's all about amplifying the great work that is already being done!

RELIABILITY	Examples of questions
We believe in doing what we said we'd do, when we said we would do it, safely and securely . Trust is earned and we know how to earn it.	Who in our team is a legend – they mean what they say and always keeps their promises? They're always the first to put up their hand to help?
	Can you share some examples of when potentially harmful situations have been identified?
	Who regularly checks in with the team / you and asks R U OK?

INTEGRITY	Examples of questions
We believe in doing everything with honesty , transparency and commitment . All deserve to be treated with respect .	Do you know some-one who is not judgemental, always fair and is the 'glue' in our team?
	Do you know some-one who always has your back – even when things get tough?
	Who in our team would you say treats everyone with respect, creates a safe environment and make everyone feel welcome?

INCLUSION	Examples of questions
We believe in collaboration , a voice for all and diversity of thinking. Working together , and with customers, takes us all further.	When have you collaborated with someone or with another team and produced a better outcome?
	Who is always working hard to ensure we exceed expectations for our customers?
	Who goes the extra mile to help us recognise, show respect and celebrate different cultures - regardless of religion or differences?

If you have any questions please reach out to leah.sorli@qube.com.au