The Birmingham Way how it relates to

Different grades are required to operate at different levels of behaviours. We have identified the behaviours linked to each grade so that you can easily identify which behaviours are relevant to you. You should use this information to help you prepare for your PDR.

Grade 1

Behaviour foundation	Behaviour group and its related behaviours	1	Level 2	3
Managing ourselves	How I manage my work			
	How I develop my capability			
	How I present myself			
Moving the	How I achieve change			
	How I develop people			
Council forward	How I develop services/processes			
	How I deal with problems			
Providing direction	How I set direction			
	How I enable other employees/colleagues			
Working with others	How I collaborate with others			
	How I influence outcomes			
	How I meet user needs			

Note: Sometimes, a grade does not require a level to be considered against a behaviour as it may not be relevant to that grade.

my grade

Grade 2

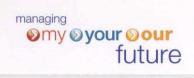
Behaviour foundation	Behaviour group and its related behaviours	1	Level	3
Managing ourselves	How I manage my work			
	How I develop my capability			
	How I present myself			
Moving the Council forward	How I achieve change			
	How I develop people			
	How I develop services/processes			
	How I deal with problems			
Providing direction	How I set direction			
	How I enable other employees/colleagues			
Working with others	How I collaborate with others			
	How I influence outcomes			
	How I meet user needs			

Note: Sometimes, a grade does not require a level to be considered against a behaviour as it may not be relevant to that grade.

Grade 3

Behaviour foundation	Behaviour group and its related behaviours	1	Level 2	3
Managing ourselves	How I manage my work			
	How I develop my capability			
	How I present myself			
400000000000000000000000000000000000000	How I achieve change			
Moving the	How I develop people			
Council forward	How I develop services/processes			
	How I deal with problems			
Providing direction	How I set direction			
	How I enable other employees/colleagues			
Working with others	How I collaborate with others			
	How I influence outcomes			
	How I meet user needs			

Note: Sometimes, a grade does not require a level to be considered against a behaviour as it may not be relevant to that grade.



The Birmingham Way how it relates to

Grade 4

Behaviour	Behaviour group and its		Level			
foundation	related behaviours	1	2	3		
Managing ourselves	How I manage my work					
	How I develop my capability					
	How I present myself					
HITCHELD IN	How I achieve change					
Moving the	How I develop people					
Council forward	How I develop services/processes					
	How I deal with problems					
Providing direction	How I set direction					
	How I enable other employees/colleagues					
Working with others	How I collaborate with others					
	How I influence outcomes					
	How I meet user needs					

Note: Sometimes, a grade does not require a level to be considered against a behaviour as it may not be relevant to that grade.

Grade 5

Behaviour foundation	related behaviours	1	2	3
Managing ourselves	How I manage my work			
	How I develop my capability			
	How I present myself			
	How I achieve change			
Moving the	How I develop people			
Council forward	How I develop services/processes			
A SELECTION OF	How I deal with problems			
Providing direction	How I set direction			
	How I enable other employees/colleagues			
Working with others	How I collaborate with others			
	How I influence outcomes			
	How I meet user needs			

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Note: Sometimes, a grade does not require a level to be considered against a behaviour as it may not be relevant to that grade.

my grade

Grade 6

Behaviour Behaviour group and its Level foundation related behaviours 2 How I manage my work Managing How I develop my capability ourselves How I present myself How I achieve change How I develop people Moving the Council forward How I develop services/processes How I deal with problems How I set direction grade. How I enable other employees/colleagues How I collaborate with others How I influence outcomes How I meet user needs

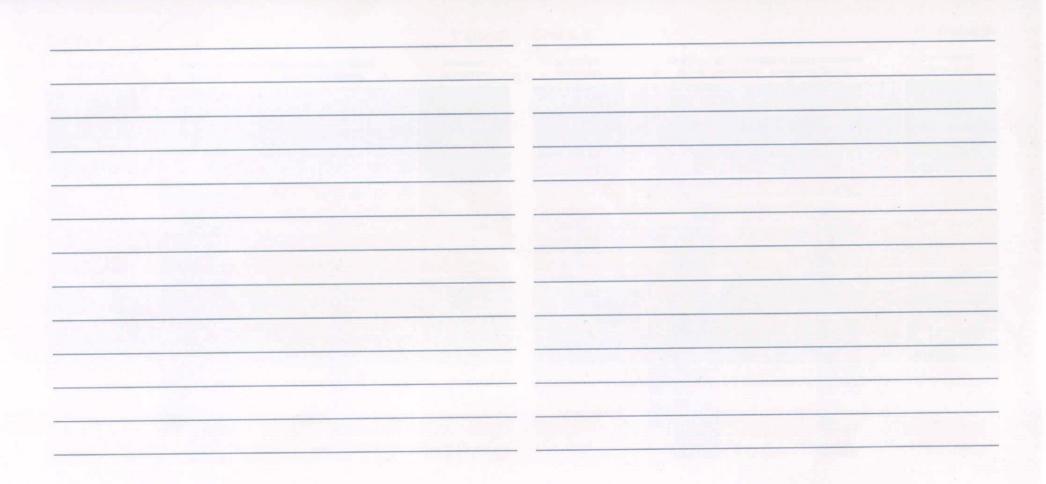
Note: Sometimes, a grade does not require a level to be considered against a behaviour as it may not be relevant to that

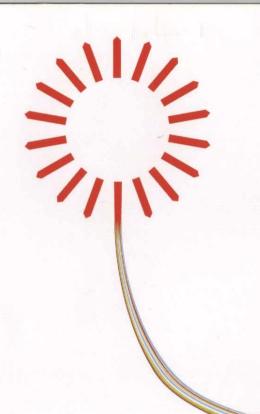
Grade 7

Behaviour foundation	Behaviour group and its related behaviours	1	Level 2	3
Managing ourselves	How I manage my work			
	How I develop my capability			
	How I present myself			
And the latest and the	How I achieve change			
Moving the	How I develop people			
Council forward	How I develop services/processes			
EUROLII	How I deal with problems			
Providing direction	How I set direction			
	How I enable other employees/colleagues			
Working with others	How I collaborate with others			
	How I influence outcomes			
	How I meet user needs			

Note: Sometimes, a grade does not require a level to be considered against a behaviour as it may not be relevant to that grade.

notes





What other support and guidance is available?

If you have questions about how The Birmingham Way relates to you and your role please ask your line manager.

You can find more information on how The Birmingham Way is used with the PDR process, including answers to your Frequently Asked Questions (FAQs), on the EPM section on the Business Transformation pages of Inline:

http://transformationinline.birmingham.gov.uk or on People Solutions.

If you have any questions about using The Birmingham Way in PDR please talk to your line manager or your Human Resources Team.



