



Terre des hommes

Helping children worldwide.



## Organisational values

Our organisational values guide us in our operational and strategic choice and are the basis for every decision that we take. They are integrated into every employee-related process. All staff members are evaluated against the organisational values.

Our organisational values are the character attributes of our organisation, create our identity, generate perceptibility and dock onto the needs and/or sensitivities of our external stakeholder groups such as beneficiaries, partners, donors.

While organisational values are mainly dedicated for our relations with external stakeholders, they are also applicable internally among all of us. It needs a self-committed behaviour on the part of all employees up to the Director General. Ideally, employees identify themselves with these five organisational values and then act authentically.

*We have identified five new organisational values, based on our long-lasting experience working for children, our acquired and deeply rooted principles, approaches and inspired by the ambitions of our global strategy. Raising some of our current principles of action to our organisational values affords us the leverage to shine them throughout the organisation.*

We have chosen a two-word value nomination as the “twins” are strongly interlinked. One without the other leaves an important part behind.

**The organisational values are applicable for all staff members (incl. management, Board).**

**We aim for full integration of those five values in decision-making and when defining policies, services, strategies and plans of action and acting on behalf of children, their families and communities, partners, donors and ourselves.**





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## Participation and Empowerment

- We promote and enhance participation and empowerment.
- We create the space for active participation and embrace inputs from others.
- We are sensitive about others' needs to have an influence.
- We share and delegate power and responsibilities.

## Innovation and Learning

- We promote a culture of innovation.
- We value curiosity, welcome new initiatives, and foster creativity.
- We embrace voluntary learning and are ready for trial and error.
- We foster knowledge sharing, learning and strive for sustainability.

## Leadership and Excellence

- We thrive to offer our best, we think ahead, and are ready and willing to go the extra mile for the well-being of children.
- We provide quality programming and support. We are accountable and transparent. We use power responsibly.
- We position ourselves through our expertise and *savoir-faire*.
- We advocate for the rights of children whenever possible and seek actively opportunities to do so.

## Partnership and Collaboration

- We trust the capacities of our key actors as primary responders and agents of change. We build on their strengths and on their needs.
- We champion co-creation and value complementarity.
- We appreciate other points of view and seek collectively for pragmatic and innovative solutions.
- We manifest humility, respect, fairness and see others as equal partners.

## Diversity and Inclusion

- We celebrate diversity and inclusion of people.
- We genuinely commit to diversity and inclusion and see it as a wealth in all our activities.
- We understand the cultural contexts and value differences.
- We are truly committed to an equal treatment.

Approved by the Board on 10 December 2021

