

Team Charter

What to include:

- Mission- What is our team purpose
- Key goals for the division for the year
- Team values
- Behaviours we want to cultivate
- Behaviours we want to eradicate

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Team Charter

Example Hume Scope:

Hume Scope Team Charter

Mission: To offer hands-on, authentic development to recruiters at every stage of their career journey, leveraging real-life examples and experiences over mere theories.

Key Goals for the Division for the Year: To establish Hume Scope as the premier recruitment training provider in the APAC region.

Team Values:

- Freedom: Empower team members to take ownership, innovate, and make decisions.
- Belonging: Create an inclusive environment where every team member feels valued and a vital part of the success journey.
- Grace: Approach challenges, misunderstandings, and mistakes with understanding and compassion, always seeking to understand before being understood.

Behaviours We Want to Cultivate:

- Unwavering Support: Actively assist and uplift team members, especially in moments of challenge, even if there's no direct benefit to oneself.
- Kindness: Always choose actions that display genuine care and concern for others.
- Integrity: Uphold the highest standards of honesty and do the right thing, even when no one is watching.
- Selflessness: Prioritise the needs of the team and clients over individual gains. Ensure others are safe and well before thinking of oneself.
- Collaboration: Recognise that the best solutions often come from collective input. Encourage open dialogue and brainstorming, respecting diverse perspectives and experiences.

Behaviours We Want to Eradicate:

- Self-Centeredness: Actions driven only by personal gain without considering the broader team or organisational impact.
- Silos: Working independently without seeking or offering collaboration and support.
- Indifference: Turning a blind eye to team members in need or challenges that can be addressed collectively.

Together, as Hume Scope, we commit to living out this charter every day, ensuring that our actions align with our mission, goals, and values, fostering a workplace that we're all proud to be a part of.

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