



How we engage & lead our people

The zero|one|ten Boral Leader

	ZERO	ONE	ONE		ONE	TEN
	Safety	Customer	Operations		People	Growth
	Zero Harm... Today	Customer Focus	Trusted	Visionary	Engaging Communicator	Rewards and Develops
Your critical behaviours	Genuinely cares. Supports and guides others to Zero Harm. Visibly shows a commitment to people before production.	Intimately knowing our customers. Exceeding their expectations. Identifying our customer needs before they do.	Does what they say they will do and has a bias for action. Empowers, motivates and encourages others. Adaptable and agile leader.	Able to rise above the issues and 'works together'. Inquisitive for improvement, driving change and growth.	Is consultative, listens and engages with the team. Communication is personal, heartfelt and caring.	Rewards excellence. Recognises effort. Provides challenges and opportunities for people to develop.
Outcomes	Has the confidence and courage to take action to ensure zero harm.	Improve the customer experience and satisfaction by looking beyond the process.	Owens the intent, is accountable and applies sound judgement when faced with ambiguity. Acts as role model.	Effectively masters today's complexity, defines and responds to tomorrow's opportunities.	Engage with hearts and minds to develop stronger, deeper relationships with people.	Create a sustainable and motivated workforce to enable growth.
Underpinned by our values	Integrity		Collaboration		Excellence	Endurance