

2	Vision
3	Goals
4	Values
5	Code of Conduct

1 Vision

To be a catalyst is the ambition most appropriate for those who see the world as being in constant change, and who, without thinking that they control it, wish to influence its direction.

— Theodore Zeldin

To create inclusive, healthy and environmentally responsible places that contribute to cities and people's lives.

2 Goals

GOAL	DESCRIPTION
To make places that matter	Places that build on heritage, increase richness, and deepen people's connection with place. Places that add layers, rather than subtract. Places that are sustainable. Places that people feel proud of.
To be commercially viable	Our company growth supports employee growth. Through strong economics we do more and do it well. Delivering viable projects reinforces their relevance and increases their impact in that they are able to be replicated by us and others.
To build and share knowledge	Bodies of knowledge are built around projects; we use this to evolve and learn. Our learnings are published to support industry change. Molonglo is a positive force in the development industry.
To be a great place to work	A work life balance is prioritised and supported. We work in healthy, inclusive and fair spaces. The social and cultural interests of employees are embedded into the company. Our work is challenging, interesting and of a high standard.

CREATIVITY

When something is creative, or done with creativity, it resists homogeneity. It questions the status quo and it agitates for change. Creativity comes in all forms; an engineering solution can be more creative than an artwork in a gallery. Creativity is an essential problem-solving process. In order to be creative you need to be able to view things in new ways or from a different perspective.

DEEP CARE

Delivering projects that are better than typical developments is difficult. Development and planning systems are set up to deal with conventional approaches and hinder progress. To achieve our goals we need to care deeply about the work we are doing. Caring means working things through and paying attention to detail. When we care about something we take full responsibility for it, holding onto it with both hands, rather than divesting that responsibility to someone else. We commit to this way of working even if things are harder because of it.

ACCOMPLISHMENT

Whether big or small, accomplishment helps us stay motivated and feel positive. Our work is meaningful but needs to be tangible to make an impact. It's important not to get stuck for too long in the concept and planning phase. Working efficiently with minimal wasted effort is always important; a 1-page plan is better than a 3-page plan. Three succinct dot points are better than eight.

Getting things done requires diligent personal habits where effort is intentionally assigned. Start each day by focusing on what's most important; the things that catalyse and nourish our goals. Work one thing through to completion at a time without distraction. Use less energy and effort by carrying out simple tasks as quickly and as automatically as possible. Deal swiftly with setbacks.

CUSTODIANSHIP

Every place has a layered history. There are people who have occupied it, cared for it, and documented it long before us, and there are people who will continue to do this long after we've gone. We acknowledge our place within this continuum and understand our role is one of custodianship or caretakership. Caretakers work not for 'me' today but for a collective future.

Molonglo's relationship with a site goes beyond building to sell. We only invest in projects we are prepared to commit to long-term. We try to leave buildings, tenants, landscapes, cities and communities better off for having us there.

Respect	<p>We respect each other and value the diversity of ideas and perspectives that each of us brings.</p> <p>Discrimination and harassment of any kind will not be tolerated under any circumstances.</p> <p>Examples of unacceptable communication and or behaviour include that which is disrespectful, offensive, sexist, racist, derogatory or any communication or behaviour inconsistent with the positive and supportive values the company aims to embody.</p>
Collaboration	<p>Collaboration is a process we use to get to somewhere new and unexpected. We engage and communicate with all stakeholders both inside and outside Molonglo to achieve the best outcomes.</p>
Integrity	<p>We take responsibility for our actions and decisions. We value fairness and operate morally and ethically. We do what's right.</p> <p>We have the maturity and ability to see wrongs as moments for growth. We do not fabricate to suit our story (sometimes we have missed a deadline, sometimes a place would be better off for us not having developed it). We recognise when we are at fault and this honesty becomes a pathway to learning.</p>
Safety	<p>We take care not to put ourselves or others at risk of physical or psychological harm.</p>
Accountability	<p>We take complete ownership of our work. Individually, we work through tasks thoroughly and proactively, resolving as much as we can before entangling others.</p>
Discretion	<p>We are polite and always professional. We are never showy. We are careful to protect confidential information.</p> <p>This discretion extends to our personal platforms. While we are proud of our work, we don't shout about it or reveal sensitive information in our personal conversations or on personal social media accounts.</p>
Responsibility	<p>We must act with environmental concerns in mind at all levels, follow policies and processes that guide this action, and be proactive in creating better ways of doing that reduce our impact on the environment.</p>
