

# IMECHE VALUES & BEHAVIOURS PROJECT UPDATE

## INTERVIEWS AND FOCUS GROUP SUMMARY

This paper provides a summary of the findings for the project undertaken to discover and develop the IMechE values and behaviours that will be the basis for how employees and members act and behave across the organisation going forward.

Through a series of interviews and focus groups we gained critical input, on the words that reflect the actions and behaviours that need to stop - start - continue.

### STOP

What are the existing actions and behaviours that hold us back from succeeding?

### START

What are new actions and behaviours that will help us do better and achieve more in the future?

### CONTINUE

What are the existing actions and behaviours that make us who we are and help us succeed?

This phase was done in an **inclusive manner** and included the following:

#### • Interviews

Interviews were held with 18 key business partners/leaders across the organisation 50% representing active members and 50% staff.

#### • Focus group sessions

20 virtual focus group sessions were run with representatives attending from across the organisation - 60% represented active members and 40% employees, with a total of 170 attending these sessions.

Executive Summary:

#### • **There was consistency between staff and member input**

The conversations and data obtained was consistent between employees and member sessions, showing that they both wanted and needed the same things

#### • **Values are to be evolved**

Based on feedback and discussions, the previous IMechE values have been evolved from the original five to a new set of four to better drive the company mission and align with the needs of employees and members.

#### • **There were some common themes**

There were certain words that were used over and over again in the individual value exercises, showing that there are some words and common themes that should be addressed in the behaviours for multiple values.

#### • **Proposed behaviours**

Based on feedback and discussions, behaviours are being proposed for each value. These are being shared in a survey to all employees and members, giving them the opportunity to select and/or change them before they are finalised.