

**FIT FOR THE
FUTURE**

**HOW YOU'LL PLAY
YOUR PART**

**WE ARE
MACMILLAN.
CANCER SUPPORT**



We are a force for change in a world that's changing fast. A world where everyone's connected and nothing stays the same for long. Where agility, flexibility and adaptability are vital characteristics of any successful organisation.

But however the world changes, people with cancer will always need our help and support. And that's why we need to change Macmillan to be fit for the future, whatever it may bring.

We're making important changes to our structure, so that we're in the best possible shape to go forwards.

And we all have a vital role to play in making this change happen. By making sure that how we work, individually and together, is absolutely aligned to our purpose.

That's why we're introducing a defined set of Behaviours, a clear way of doing things that we can all share and believe in. They'll guide the way we work, shape the way we grow and make sure each of us, whatever we do, can have maximum impact on Macmillan, and the people we help.

Now, and for a long time to come.

**THIS IS A
GREAT
TIME**

**TO BE
PART OF
MACMILLAN**

WHY WE ARE HERE

TO IMPROVE THE
LIVES OF PEOPLE
AFFECTED BY
CANCER BY BEING
A SOURCE OF
SUPPORT AND
A FORCE FOR
CHANGE.



There's one reason we're here,
and one reason alone.

If we're to continue to support people,
we must be strong.

If we're to continue to be a force for
change, we must change ourselves.

This is how we'll do it.

OUR VALUES



OUR VALUES: WHO WE ARE

We are around **2000 people** across the UK, each of us with our own special skills and experiences, all of us sharing the same purpose.

Around 2000 caring, committed people, dedicated to reaching and improving the lives of people affected by cancer and inspiring others to do the same.

More than an organisation, we are a movement. Going forwards, guided and inspired by our shared Values.

We are personal.
We are open.
We inspire others.
We are practical.
We demand better.

And as we set out on the next stage of our journey, restructured and ready for the challenges ahead, we know that every single one of us can play our part.

By embracing a new and better way of working.

OUR BEHAVIOURS: THE PART I PLAY

We are determined to become the best we can be.

Quite simply, because the better we are at doing things, the more people we'll be able to help.

Every single person in Macmillan has a special role to play. We all have individual qualities, skills and personalities that come together to make us who we are.

That's important. But it's equally important that we have a common way of working that helps us understand what's expected of us, where our strengths and weaknesses lie, and how we can reach our full potential.



That's why we've defined a set of common Behaviours that will show us what great performance looks like.

If our Values show us what we as an organisation stand for, our Behaviours show us what we as individuals can do to make Macmillan better, more effective and stronger.

**VALUES SAY 'WE'.
BEHAVIOURS SAY 'I'.**

Whoever we are, whatever our personal style, whatever we do.





HOW IT ALL FITS TOGETHER

Quite simply, our Behaviours are the final element in the model that will determine our future success. Guided by our Values, our Behaviours will make sure that we all work together at our best to deliver our Purpose.