



EPC Organisational Culture and Shared Values¹

Organisational culture is a set of **shared values and behaviours that guide how we aspire to work together to create a shared sense of purpose and identity**. The organisational culture will also shape the kinds of leadership style that the EPC aspires to and provides the **framework around which management and planning decisions** are taken and builds accountability for them.

As organisational culture is shaped by all of us, all the EPC has been invited to take part in developing it. These internal cultural values of the organisation complement the outward facing pillars of the [EPC's mission statement](#) which describe who we are, what we do and what we stand for.

The EPC has adopted the following 10 statements that outline our organisational culture. These can be used as a guideline for anyone who feels that they are not being well treated or feels that someone is compromising the organisation's integrity and independence through their personal or professional behaviour(s).

EPC's Organisational Culture Values

1. The EPC is a **community of people** working together in a **professional, friendly, and fun** atmosphere to achieve the EPC's mission.
2. All EPC's research is **evidence-based, conducted independently of outside influences, and is based on ethical research principles**.
3. The EPC strives for **innovation and creativity** in its work that **pushes intellectual boundaries** while maintaining high levels of **evidence-based and politically impactful** thought leadership.
4. The EPC team adopts **collaborative, transnational and an interdisciplinary cross-programme approach** to its research and work, engaging with each other across the organisations as well as a wide range of external stakeholders.
5. The EPC recognises the importance of being an **inclusive think tank that strives to place equity and intersectional diversity** at the heart of its research, organisational and people management approaches.
6. The EPC is a **safe space for intellectual exchange** where every member of the community and our stakeholders are respected for being their authentic self.

¹ Approved by EPC Management Team March, 2024

7. The EPC recognises that **organisational and individual well-being** depends on **mutual respect and everyone upholding their established roles** at all levels of the organisation. Everyone in the EPC should act accordingly and challenge respectfully.
8. Everyone in the EPC acts with **integrity, self-awareness, honesty**, and is transparent about **conflicts of interest**².
9. The EPC strives to **nurture professional development** across all teams while individuals take responsibility for their **own self-development and personal growth**.
10. **Conflict prevention is preferred to conflict resolution** and the practice of Radical Empathy³ is practiced across the EPC in all situations.

Implemented correctly, the establishment of these points will help us to progress towards achieving a better organisational culture. **The Organisation Development Plan (ODP) will include an annual check in on the Organisational Cultural Values in a workshop or survey format to informally measure, revisit, and adapt as needed.**

² For example, a [situation](https://dictionary.cambridge.org/dictionary/english/conflict-of-interest) in which someone's [private interests](https://dictionary.cambridge.org/dictionary/english/conflict-of-interest) are [opposed](https://dictionary.cambridge.org/dictionary/english/conflict-of-interest) to that person's [responsibilities](https://dictionary.cambridge.org/dictionary/english/conflict-of-interest) to the EPC: <https://dictionary.cambridge.org/dictionary/english/conflict-of-interest>

³ Radical Empathy means trying to understand why people who may be behaving in certain ways that are not conducive to the organisational values and finding ways to address the problem(s) in as far as the EPC can go. Radical Empathy does not discount disciplinary measures where needed.

EPC ODP Objectives Summary 2024 to 2025

Overall Goal: To bring the organisation together as one EPC working together to achieve our mission.

- 1. Strengthen the EPC Community***
- 2. Achieve greater intersectional diversity across all the EPC Community by end 2025.***
- 3. To streamline the EPC's recruitment processes***
- 4. Strengthen induction processes for better integration into the EPC.***
- 5. Create better accountability across the organisation.***
- 6. Create safe spaces for open and inclusive intergenerational exchange.***
- 7. Development Pathways for the EPC community in place by the end of 2024***
- 8. Professionalise EPC's Project Management Processes by end 2025.***