



Values

IASP members, leaders and workers are expected to be people with integrity, who are fair, impartial, honest and truthful and who are dynamic and adaptable.

Integrity is about performing in a selfless, impartial and honest manner at all times by living the values of the association continuously in daily activities and behaviour. Integrity also upholds the professionalism of the staff/consultants and board members.

Professionalism is to be dedicated, conscientious and efficient in meeting deadlines and achieving results. It means demonstrating competence in the designated area of expertise, and presenting the best possible appearance, commitment and pride in the work.

Diversity is a key feature within IASP and requires IASP to be more transparent, more accountable. Diversity needs to be reflected in all aspects of IASP including the selection of conference keynote speakers, scientific committees and organisers. The board should be adequately diverse, representative, and well-informed recognising that the diversity of its staff/consultants and board is an asset in tackling IASP's complex tasks. Diversity refers to differences in various defining personal traits such as age, gender, race, marital status, ethnic origin, religion, education and many other secondary qualities.

Essential components for IASP

- **Vision** - of how IASP will fulfil its mandate and carry out its work. Understanding direction provides clarity and makes people enthusiastic about the future.
- **Leadership** - to serve as role model for the teams in which they serve; listening before acting whilst nurturing relationships, gaining broad support, making tough decisions and driving change that is necessary.
- **Empowering** – by showing trust and confidence is essential for success. Delegating responsibilities is about being clear on what is expected and valuing everyone's inputs and expertise.
- **Managing performance** – staff, consultants and pro bono consultants all require individual evaluation, personal planning and learning objectives. Giving and receiving feedback and an on-going dialogue about performance is both rewarding and helpful.
- **Building trust** by working in integrated teams that is led by experienced leaders (Board, CAO, SIGS etc) that exude trust and thereby empowering of the participants resulting in confidence and strong teamwork that is on brand with IASP and its values.