

Our organisational behaviours

We use a common set of behaviours across the organisation to ensure we can meet our objectives, support our people and deliver to our customers. These five behaviours and their supporting statements describe how we should all go about our work – no matter what level we're at. They help us to work towards our purpose and our vision in a sustainable, cohesive way.

Our vision:

To be a world-class programme management organisation and the global benchmark in defence acquisition and support

Our purpose:

Equipping and supporting our armed forces for operations now and in the future

One team



One team

We work as one team with our customer

'I am part of a big organisation but we work together to deliver for our Armed Forces'

We are a diverse organisation but we are one organisation, one team. We take a wide perspective on our business and what we do supports our long standing passion for doing the right thing for our customer and the wider defence community.

Supporting one another



Support one another

We support one another

'I work collaboratively with and seek feedback from colleagues across the entire organisation to deliver for our customers'

We are a team of both civilians and military personnel who work together toward a common goal. We encourage diversity in our organisation because we understand that new perspectives can help make us stronger and we're committed to widening the perspectives that make up our organisation. We are focused on creating a supportive environment that enables everyone to bring their best to DE&S.

Professional



Professional

We are professional in everything we do

'I have a unique contribution to make and I bring my skills to the fore to benefit the organisation'

We are an organisation of professionals and we deploy our skills to the best of our ability. We keep professionalism front of mind in how we interact with each other, how we serve our customer, and how we interact with our supply chain.

Getting better



Getting better

We are committed to getting better

'I help make DE&S better by sharing what I know. My creativity and perspective helps make DE&S a better place'

We're not afraid of change; in fact we embrace it because it helps us deliver. We will never settle for 'good enough'. Innovation is important to us. When we have good ideas we share them in order to help our organisation grow and improve.

Deliver



Deliver

We deliver on our promises. No excuses

'I look for opportunities to show what I can do, to take ownership and to help our organisation succeed'

In our organisation, delivery is king, and time and money matter. We deliver on our promises and we're an organisation where people take personal responsibility for the role they have and help others in the business do the same. We will hold each other to account and take action when we see behaviours that are unhelpful.