

Our Values



Our values underpin everything we do.

They are the reason we set up summerhouses: dialogues at work, and we believe they make us different.

- **Dialogue:** should be simple; clear and engaging.

*We work hard and are always thorough in our preparation to make it that way.
Complexity and lack of clarity create confusion and inaction.*

- **Partnership:** when we work with you we co-create the future.

*Your success is our success.
Trust is essential for true partnership and we build this through open and honest interactions with you from the start.*

- **Capacity:** every organisation and every person has the capacity to learn, develop and make decisions about the future.

*Most organisations already have the capacity and expertise to grow or know how to get it.
Harnessing diversity and making use of what is already there are the keys to unlocking that capacity.*

- **Balance:** effective organisations and leaders achieve the right balance of action and reflection.

*"Those who know but don't do, don't really know".
Learning from doing and applying that learning effectively leads to fundamental change.
Too much theory simply confuses.*

- **Positive Purpose:** we look for solutions not problems and purpose not positions.

*Working towards a solution is more effective than too much looking back and detailed analysis of the problem.
Developing genuine appreciation and a shared purpose can transform organisations.*

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