

Can you imagine a world where
we **lead with our hearts**? We can.

This is Our Way.

2020 was a transformative year affecting and challenging the ways we expect to live our lives. With this as the catalyst, we decided to reflect on the fundamentals underpinning our strategy, our operating model and organisational culture.

This led us to Our Way.

We work together in organic and dynamic ways, rather than through traditional hierarchical structures. At Animals Australia, everyone is a leader – we created different ecosystems to reflect different types of responsibility and to enable **leadership at all levels**.

Heart Based Leadership.

Leadership is a quality that exists within all of us. It's not something that is defined by our job title. Instead of conventional management styles, we have **Guiding Relationships** that provide mentoring and support so that people can flourish, not as employees but as people. **Heart Based Leadership** is what defines us, the highest and noblest values are what show us the way.

Animals
Australia
for a *kinder* world



Our Way encourages each of us to discover our **flow state** - the crescendo of the challenge and enjoyment that comes from doing meaningful things that reflect our passion and capabilities. Instead of relying on arbitrary statistics, we chart individual growth and development through the level of fulfilment people get from using their strengths when they feel their authentic, true selves.

We have devolved decision making from a few to **everyone**, based on our skills, expertise and experience in our realm. The rules are simple and transparent. We reach out for advice and wisdom as needed, but the decision still rests with us. It is a liberating approach in which actions are not viewed through a binary 'right and wrong', but through the prism of what is achieved and learned along the way.



Learn more at AnimalsAustralia.org/About-Us

Our Way seeks to shine a progressive path for every person who joins us to feel empowered to bring their full selves in the service of our vision. By bringing our humanity to the fore in our jobs, Animals Australia is showing an alternative way of working that is natural and has a greater impact... *for a kinder world.*

