

Vision

Facilitative leadership

We believe it's important to work safely and enjoyably. To achieve this, we have developed a vision of leadership that contributes to this. In two words: **facilitative leadership**. This means that we, as managers, facilitate our employees as much as possible to do their work safely, effectively and enjoyably. This involves a number of behaviours that we must try to exhibit every day, namely:

- **Authenticity**

Our employees will recognise our authenticity when we exhibit consistent behaviour. This includes being visible to others. That is why we often walk around, making us approachable and accessible. We make ourselves vulnerable and are honest and open.

- **Giving Responsibility**

We give our employees and teams objectives that are clear and achievable for them. This way they know what is expected of them and we can hold them accountable and/or give them feedback when they fall short of achieving these objectives. Naturally this also applies to safety-related objectives and behaviour. After all, we work for a nuclear power plant and failure to observe our responsibilities and/or rules has consequences.

- **Appreciation**

We invest time and energy in others. We do this by entering into discussion and showing sincere interest and involvement. Give praise and compliments to others for their performance or desired (safety) behavior and put the employee in the foreground as much as possible.

- **Empowerment**

We believe it's important that, as a leader, you empower people and encourage a proactive attitude. Share relevant information, challenge employees to come up with new ideas and solutions. Ask what they need to do their work even better and with more enjoyment, and what they need to take the next step in their development.

- **Cooperation**

We initiate, stimulate and create the maximum possible conditions for organisation-wide cooperative initiatives. This way we look for opportunities to solve problems together and/or shape new ideas. Even when we have to make concessions to team and/or departmental interests. After all, in the end we all work for EPZ.

- **Courage**

This is one of the most important behaviors of facilitating leadership. We realize that demonstrating facilitating leadership requires courage. Show that courage and let's use new initiatives and our daily interactions to help each other take positive steps in this direction.