

## Values

- Act First and Foremost with an **Athletes Centred, Coach Driven Approach**
- Support Resources and Capacities so that our athletes and coaches meet their full potential
  - Actions of CFF should first answer the needs of the athletes and coaches and satisfy these
  - Advocate on their behalf

## Values

- Being Engaged to be **Effective and Results Oriented**
  - Clarify the objectives and performance targets and strive to meet them (business plan)
  - Resources dedicated to fulfill our mission and goals
  - 20/80

## Values

- To Develop the **Dialog that Demonstrates Accountability** to all our Stakeholders and Shareholders
  - Justifies decisions and actions according to our policies
  - Proper system of information and assessment to adjust our work and communicate our results
  - Planning and delivering on time
  - Transparency

## Values

- Offer an **Ethical Environment and Organization** that Gives an Equal chance for all
  - Honesty
  - Mutual Respect, Courtesy, and Appreciation of each other's Work
  - Fair-play
  - Clarity on governance and processes

## Behaviour

- We will know that the organization demonstrates honesty when:
  - Rules, Regulations, By-laws and policies are available on the CFF website accessible by all
  - Rules, Regulations, By-laws and policies are followed in daily operations and every decision reached by the organization
  - Our members trust the information they receive and the method by which we operate
  - Decisions are made in an open and accountable manner

## Behaviour

- We will know that the organization demonstrates mutual respect, courtesy and appreciation of each others work when:
  - We act as a team
  - Listen to each others views, even when they differ from our own
  - We live by the decisions we reach without criticism outside of the organization
  - We recognize the contribution of every member, no matter how small

## Behaviour

- We will know that the organization demonstrates fair play when:
  - Equal opportunities are available to all members
  - All members have equal access to information
  - Decisions and criteria are transparent

## Behaviour

- We will know that the organization demonstrates clarity on governance and processes when:
  - Clearly written and publicly available governance and process documents are publicly available in both official languages
  - The organization operates according to the governance and policy documents
  - Accountability is clearly defined for decisions taken