

## ThY'11Cs (plus 1= Courage)

1. **Communication:** ensure shared meaning and promote mutual understanding by making explicit the decisions, actions, choices, and events timeously and dialogically.
2. **Conversation:** active participation as equals in a dialogue that transforms the relationship and narrows the scope of differences, enhances better understanding and empathy of each other's standpoint, which leads to common understanding.
3. **Conservation:** the effective utilisation and preservation of what is best from our past (traditions and knowledge systems) as well as the present (social, economic and environment), to ensure a sustainable future.
4. **Community:** the Unisa community aspiring to be a cohesive group of staff, students and alumni that embraces diversity and coheres around a shared vision, set of values and norms.
5. **Connection:** all stakeholders collaborating and creating synergy to achieve our transformational goals.
6. **Care:** creating an environment within which members of the Unisa community feel understood, respected and accepted.
7. **Collegiality:** establishing and maintaining a professional relationship based on shared responsibility, mutual respect and trust, while understanding and acknowledging each other's competencies and roles in a constructive and civil manner.
8. **Commitment:** dedicating oneself to promoting and upholding the goals and aspirations of Unisa.
9. **Co-operation:** being responsive to and working together towards the realisation of the goals and aspirations of Unisa.
10. **Creativity:** the act of generating imaginative and innovative responses and solutions and liberating potential.
11. **Consultation:** taking into account, in good faith, the views, advice and contributions of appropriate stakeholders and individuals on relevant matters.