

Our values



Wir wollen die bestmögliche Krebstherapie.

((Bildlegende: We want the best possible cancer therapy for patients))



Dear Employees
Dear Colleagues at the SAKK Coordinating Center

Our purpose as a non-profit organization is clear: we investigate the efficacy and tolerability of new cancer therapies and develop existing treatments. We carry out valuable work that benefits patients in line with our mission statement:

We bring progress to cancer care

When we allow our actions to be guided by clear values, principles and ideas, valuable results are obtained. Values are interior safeguards and reference points for all aspects of human activity. Values express what is important to us and what we want.

At the SAKK, our values and principles act as a kind of guidance system that helps us make progress together. Living by them also means embarking on a journey to transform our vision into reality. As we do so, we must remember that although we are on the right path, we have not yet reached our destination.

We took the first steps on our journey together by sharing our thoughts at the Values Workshop in December 2012. The present Values Charter orders, enhances and deepens the fundamental debate between Board, Management and employees. It is intended to guide us on our path to realizing a joint understanding of our values.

Let us commit ourselves to ensuring that this Charter is worth more than the paper it is printed on. Let us regard it as an invitation to engage in dialogue about what makes the SAKK special. Let us all feel called on to help implement and embed these values in our daily work.

Thank you for your commitment!

Dr. Peter Brauchli
Management

May 2013



Patient focus



Relevance



Independence



Quality



Respect



Transparency



Cooperation



Patient focus

We put patients at the heart of everything we think and do.

We are committed to driving cancer research forwards and improving it so that patients receive the best possible treatment.

We share test results transparently with the public and the specialist medical community.

We are motivated by the trust placed in us by patients and the doctors we work with, and are inspired to further develop our core competencies.

What does this value mean for me?

My daily work is guided by how it ultimately benefits patients. I constantly ask myself what is best for patients. I am aware that patient focus is a central value that is reflected in all the other SAKK values. When dealing with the public and speaking to other people, I demonstrate that this value lies at the very heart of how we understand our mission.



Relevance

We aspire to obtain relevant results through our research and to make our mark on the treatment of cancer.

We are aware of our role in the cancer-combatting network and of the contribution we make.

We share relevant information with each other.

We support each other in setting priorities and optimizing processes in order to create time and resources for the relevant tasks.

What does this value mean for me?

I identify with what I do. I concentrate on carrying out my work in a solution- and effects-focussed manner. I reflect on how the tasks I undertake or am assigned will contribute to achieving the SAKK's overall objectives. I prioritize my work and consider the cost and benefit implications. When required, I can also make a conscious decision to do nothing, and can justify this to stakeholder groups. I ensure an appropriate and timely flow of information within my area of responsibility and assist with the organization of tasks, targets and necessary resources. I conduct target-oriented, effective discussions and reduce the number of meetings where possible.



Independence

We work as an independent, non-profit organization.

Our clinical studies are not influenced by commercial interests. This strengthens our position as the primary contact partner for clinical cancer research in relation to public authorities, professional associations and pharmaceutical companies in Switzerland.

We appreciate the advantage of being able to make independent decisions regarding our research activities, and we make responsible use of this unique feature.

We expect and encourage independence in each individual's work and development.

What does this value mean for me?

I am conscious of the opportunities and responsibilities presented by independent, patient-oriented research. I constantly bear in mind that patients want our work to be free from any commercial obligations. I take on board the specialist knowledge and opinions of partners (such as pharmaceutical companies), but ultimately ensure that my decisions are made for the benefit of the patient. I accept this responsibility. I set great store by independent work. This includes reviewing my own strengths and areas for development, as well as reflecting on the abilities of others. I demand from others what I am prepared to give myself. I support others by allocating tasks appropriately and giving constructive feedback. I keep up-to-date professionally and discuss my personal development at staff appraisals.



Quality

We stand for quality and service. We carry out clinical research in accordance with the applicable legislation, recognized ethical guidelines and the strict requirements of good clinical practice.

We strive for constant improvement and we evaluate our experiences for this purpose. Lessons learned are integrated into our work on new problems, in order to solve them more effectively and efficiently.

We are self-critical and have our work validated.

We aim to be a forward-looking, principled partner for our stakeholders.

What does this value mean for me?

I have high quality standards for my work and regularly review my results. In so doing, I keep my customers or the recipients of my services in mind and ask myself whether they will be satisfied with what I provide. It is important to me to treat our stakeholders and contact partners as customers to whom I offer a needs-appropriate and solution-focussed service. I take note of expectations and meet them, thus producing high quality work. I am aware that mistakes may occur in the course of new and innovative work, and that this triggers an internal learning process. Mistakes are permitted, but I do not make the same mistake more than once. I ask my stakeholders for targeted feedback and see this as an opportunity to learn and improve.



Respect

We approach customers, partners, employees and colleagues in a helpful, honest, fair, interested and tolerant manner, showing trust and respect.

We accept and value our cultural mix, respect difference and integrate diversity into our joint work.

We embrace equal opportunities and ensure a safe, healthy working environment that is free from discrimination, harassment or persecution.

We ensure that conduct and achievements are assessed honestly, regularly and in timely fashion.

What does this value mean for me?

I adopt a positive approach to my fellow human beings. I accept and treat other people in the way I would like them to treat me. I am aware that people from different backgrounds and disciplines work at the SAKK, and that all are trying to do their best. I regard our diversity as an opportunity for the SAKK to progress, and I help new employees to integrate. If I do not understand a particular behaviour or reaction, or feel that I am not being treated with respect, or believe that a piece of work does not meet my expectations, I seek to engage in a constructive dialogue. Listening is crucial. I strive for objectivity, pay attention to facts and maintain discretion. I have the courage to raise instances of misconduct with the appropriate person. As a supervisor, I provide fair appraisals based on a transparent process for agreeing targets. I adopt an "open door" policy and give my employees access to me and to Management.



Transparency

We make important information accessible to all, share and network our knowledge and document our work transparently.

We make sure others know what to expect from us by seeking open dialogue and fostering a lively exchange of views, both with each other and with people outside our own teams.

We make differing attitudes, opinions and perspectives transparent, and conduct objective discussions in order to work out viable solutions.

We cultivate a proactive, honest feedback culture and thus make our own contribution to transparency.

What does this value mean for me?

I regard information as something to be shared and play my part in fostering a good culture of communication. I handle confidential information and data that needs protection in the correct manner. I report regularly on the progress of my projects without being asked, or provide a status update on my work. I document my tasks transparently. This is because I know that our strength ultimately lies in shared knowledge. I therefore think beyond my work area, my team and my discipline, and cultivate a wide-ranging network. I am prepared to practise what I preach.



Cooperation

We are familiar with our partners' competencies and know how to make appropriate use of them.

We are committed to building lasting partnerships that are beneficial to everyone involved.

We offer active support and invest in professional collaboration, even in difficult situations.

We encounter each other on an equal footing and actively offer to help solve problems.


What does this value mean for me?

I familiarize myself with the network structures, stakeholder groups and competencies of the SAKK, and of the people who work in it. I understand the sometimes contradictory interests and requirements. I am always ready to help. I am also prepared to take the first step and approach other people. I regard cooperation as an obligation within this organization. I offer support without being asked when I notice that someone needs my help or I can assist with solving a problem.

What next?

There's a big difference between reading about something and actually doing it. You may be wondering whether this Values Charter is anything more than a carefully phrased message which cannot be enforced.

We think it is. Please help to breathe life into these values in your sphere of influence. Start with yourself. For instance, you can ask yourself the following questions regularly, assess how well you are doing and strive to implement the charter:

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- A red pushpin is pinned to the top center of a white paper. The paper is slightly wrinkled and has a list of seven questions on it. The paper is placed on top of another white paper, which is also slightly wrinkled.
- Am I clear about how I live up to these values, and how I contribute overall?
 - Do I talk to other people about the meaning and content of the values so that we can deepen our mutual understanding?
 - Do I seek out and make use of every little opportunity to embody the values and implement them in my day-to-day work?
 - Do I have the courage to speak to other people if I feel that values are not being upheld?
 - Do I make our values and mission a topic for discussion and give them space at meetings, events and annual planning sessions?
 - Are my general conduct and actions appropriate and in line with our values and mission statement?
 - Do my actions and conduct protect the SAKK's reputation?

Publishing details



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