

Xmas in July

Iakwe aolep,

As some of you know, we have this Aussie advisor who tells us they do many things back to front, down-under!

So, they often celebrate Xmas in July! (it's winter at that time) and we believe they celebrate again on December 25th.

Anyway, it's July and it is present time ☐ ☐ ☐

With best wishes from SOEMU please see attached two useful documents:

1) What does a Successful Organization Look Like?

This 4-page summary provides 39 identifiable behaviors that are common to successful organizations and as defined in a study undertaken with world-leading organizations in the late '90's

2) Draft Code of Conduct

This 8-page draft code identifies 58 common, relevant "rules of behavior" that should govern boards and employees in the fulfillment of their duties and obligations towards the SOE. This includes codes on:

- Standards of conduct for directors & employees
- Active promotion of ethical behavior
- Rules relating to the acceptance of gifts
- Use of property and corporate assets
- Management of business travel
- Management of conflicts of interest
- Use & disclosure of information
- Elimination of improper influence
- Discipline

Under section 628, SOE Act, SOEs **must** adopt a code of conduct.

The attached is a draft for your consideration and possible adaptation. SOEMU will follow up on the adoption of a code of conduct in due course.

[Enjoy – and please share your feedback with SOEMU](#)