The LE are an extension of our Values and Behaviours, and the fifth chapter of the We are BP story. These chapters describe “What we do”, “What we stand for”, “What we value”, “What is expected of me” and now – “What is expected of me as a BP leader”.

There are four Leadership Expectations – they are defined as those attributes that a leader needs to demonstrate in order to deliver our strategy and to further embed the V&B and ethics and compliance into the organization. These expectations apply to all BP leaders (defined as employees at level H and above in addition to people managers at all grades) and replace all existing leadership models and frameworks.

The Four BP Leadership Expectations are:

- **Lead through our Values**
  Own promote and role-model BP’s values and behaviours and ethics and compliance in everything we do and lead, always.

- **Build enduring capability**
  Develop the organizational and people capabilities that will enable BP to continuously compete and excel.

- **Energize people**
  Instil a sense of purpose; set clear direction and boundaries; provide the space for colleagues and partners to be at their best.

- **Maximize value**
  Create enduring value for BP by identifying opportunities and ensuring we deliver on short and long term commitments.

To use the LE in My Plan:

- Select at least one LE that underpins the successful achievement of your priorities, or that you need to improve to become more effective in your role. You can select more than one LE.
- Read the summary sentence that describes what the LEs means.
- Go to the LE web pages for more information on each of the LEs.
- Think about how you can demonstrate and strengthen the LEs in your role. What specific actions can you take?
- Discuss and agree with your manager how the LEs you selected will be demonstrated throughout the course of the year.

Refer to the LE web pages for:

- More information about Leadership Expectations.
- Guidance on how to use the Leadership Expectations in My Plan.
- Information about how the Leadership Expectations can be demonstrated by employees at all grades in BP.