

Vona du Toit Model of  
Creative Ability Foundation  
(UK)



The **Vona du Toit Model of Creative Ability Foundation (UK)** (VdTMoCAF), previously the Model of Creative Ability Interest Group (MCAIG) is a not-for-profit, community focused organisation. The Foundation (UK) is passionate about its role as lead of a community that studies, researches and applies the Vona du Toit Model of Creative Ability in the UK. We also work hard to collaborate with and support occupational therapists and educators abroad.

The VdTMoCAF (UK) has been established with the approval of the Vona and Marie du Toit Foundation in South Africa, which acts as a guardian of the model. These two Foundations collaborate with and support each other. The VdTMoCAF (UK) provides guidance on priorities for research, accuracy and quality of educational materials and the development of the use of the model across fields of practice in the UK. The Foundation actively engages with practice through its development of Centres of Excellence, and is engaged with occupational therapists and support workers, allied health disciplines, educators, researchers and students in the United Kingdom (UK).

The VdTMoCAF (UK) works to enable individuals and organisations to achieve their full potential, particularly in delivering high quality, effective and responsive contemporary health and social care that is informed by the Vona du Toit Model of Creative Ability. To this end, the different Directors and Associate Directors of the Foundation work together to:

- support our members and develop VdTMoCAF (UK) membership benefits and resources
- develop and support a research strategy to address research priorities in the UK
- support writing for publication
- develop and nurture a network of VdTMoCA trained clinicians and researchers
- support the professional development of

VdTMoCAF (UK) members

- provide and maintain a database of literature and resources on the model
- explore, document and support undergraduate and postgraduate education in the model
- monitor dissemination of information on the model for accuracy and quality to maintain the integrity of the model
- monitor the development, use and quality of assessment and measurement tools
- publish *Participation* bi-annually as an essential update on the model
- allocate awards and grants annually for research, travel and acknowledge the contribution of occupational therapy support workers to improving practice

With this context in mind, we are striving to build a working environment that is underpinned by our values of generosity, excellence, professionalism, integrity, inclusivity and of course, creativity. Continually challenging ourselves to demonstrate these values through our conduct is essential to serving the VdTMoCA community of practice and for the delivery of our mission.

This document sets out examples of the standards we must achieve if we are to develop the environment and reputation that supports the Foundation (UK) and the community of practice to experience success, satisfaction and develop towards meeting full potential. This document is inspired by, and adopts the values stated by London South Bank University.

## Excellence

We take pride in doing things well and fostering a culture

of creativity to enhance experience within the Foundation and beyond it.

**We demonstrate this individually by:**

- seeking assistance in completing tasks when necessary
- recognising when something is not working and being willing to change our approach or our goal
- keeping up to date with latest trends, agendas and innovation in our area of work
- communicating in a timely manner
- demonstrating passion for our work and encouraging others to do the same

**We see it as counterproductive when individuals:**

- create barriers that prevent delivery
- do not take a sense of pride in the work they produce
- identify problems without showing willingness to suggest solutions

## Professionalism

**We demonstrate this individually by:**

- taking responsibility for our individual actions
- being punctual and prepared for activities we engage in
- being receptive to giving and receiving feedback
- communicating a positive attitude

**We see it as counterproductive when individuals:**

- attempt to blame others unfairly
- ignore problems or challenges instead of addressing them
- are inclined to say 'I don't know' instead of seeking out solutions
- fail to encourage and support others to improve processes and achieve goals

## Integrity

As a Foundation we are fair, open and transparent. This means we develop effective professional practice that creates a trusting and productive working environment

### **We demonstrate this individually by:**

- ensuring others receive the credit and recognition they deserve
- working towards the best outcome for the foundation
- having honest and open conversations
- being proactive in addressing issues and events that are in direct opposition to the foundation's values
- offering support when others appear to be in need
- observing the highest levels of ethics and probity in conducting foundation business

### **We see it as counterproductive when individuals:**

- put their own interests above those of the organization
- work to a hidden agenda
- present others' ideas as their own
- undermine colleagues

## Inclusivity

Accepting difference, embracing diversity and forming relationships based on trust. Creating and promoting an inclusive environment that values diversity. This is done by creating an organizational culture of mutual respect where diverse talents are recognized and utilized.

### **We demonstrate this individually by:**

- treating every person with respect and dignity
- readily sharing information, knowledge and skills with team members
- proactively addressing unacceptable comments

or behaviours

- being prepared to listen to the views of others
- tailoring communication to suit the needs of the audience

**We see it as counterproductive when individuals:**

- undervalue the contributions of others
- only involve colleagues who support their views in order to achieve their own goals
- dismiss or disregard others' opinions and ideas in a derogatory way
- undermine or belittle the work of colleagues

## Creativity

We encourage colleagues to be active in generating new ideas, solutions and ways of working. We provide an environment in which colleagues can engage in experimentation and innovation so that we continue to operate at the leading edge of our academic and professional disciplines.

**We demonstrate this individually by:**

- learning from our successes and the successes of others
- utilising and acknowledging the breadth of ideas, experience and knowledge of our colleagues
- being open to and implementing new ideas and ways of working
- addressing challenges and improving processes with creative solutions
- in prepared to learn from mistakes and failure

**We see it as counter-productive when individuals:**

- are unwilling to explore new ways of working
- undermine the effectiveness of agreed changes to protect their own interests
- shut down colleagues' ideas without exploring fully