

GHANA

LIVING THE RTD COMMUNITY VALUES





In the Ghana we grew up in, respect and accountability were everyone's responsibility. A child couldn't walk past an elder without acknowledgment, and if correction was needed, it was given—and supported by parents. It truly took a village to raise a child.

At Right to Dream, we embrace that same spirit. Our values guide us in bringing out the best in our student-athletes, and everyone who walks our corridors is expected to embody them. By doing so, we don't just teach—we model the confidence, responsibility, and character we want our young people to carry into the world.

That is our responsibility, and we will uphold it.

Welcome to Right to Dream.

Alex Asiedu, CEO, Right to Dream Ghana

INTRODUCTION TO RTD'S **COMMUNITY VALUES**

We are delighted to welcome you to the Right to Dream family! We are a global community driven by our shared passion for football and our commitment to developing talented young players both on and off the pitch.

At Right to Dream, our values are the bedrock of our success. They guide our actions, shape our culture, and define who we are as an organization. Just like the seamless teamwork in a football match, our values connect us and enable us to work together towards our goals.

We have five core values that unite us across our different locations:



INTEGRITY



TEAMWORK



DIVERSITY



DEVELOPMENT



PASSION

INTRODUCTION TO RTD'S **COMMUNITY VALUES**

Our values are not just words;
they are living principles that we strive to embody every day, wherever we are in the world.

As you begin your journey with the Right to Dream Group, we invite you to explore our values and discover how they are understood and practiced in our unique context.

We encourage you to embrace these values, contribute to our vibrant culture, and help us continue to build a community where everyone has the opportunity to thrive.



INTEGRITY



TEAMWORK



DIVERSITY



DEVELOPMENT



PASSION

LIVING THE RTD COMMUNITY VALUES IN GHANA

INTEGRITY



We trust each other to do the right thing all the time.

We are honest and transparent in our dealings. We are accountable for our decisions.

At Right to Dream Ghana, integrity is the foundation upon which we build trust and transparency. It's about being honest and accountable in all our dealings, upholding the highest ethical standards, and always striving to do what is right, even when no one is watching. We believe that integrity is essential for creating a fair and just environment where everyone feels valued and respected. It's about walking the talk, keeping our promises, and being true to ourselves and our community.





LIVING THE RTD COMMUNITY VALUES IN GHANA

INTEGRITY

To truly live the value of integrity in Ghana, we must actively cultivate an environment of trust, transparency, and accountability. This means:

DOING MORE OF	DOING LESS OF	CONTINUING TO
• Holding ourselves and others accountable. • Being transparent in our communication. • Creating a trustworthy environment. • Owning up to our mistakes. • Being consistent in our behaviors. • Doing our best in our jobs. • Setting clear rules and expectations. • Calling out wrongdoing. • Upholding ethical standards.	• Gossiping and favouritism. • Refraining from sharing private information. • Bullying and disrespectful behavior. • Shortcuts	• Maintain confidentiality. • Be fair and kind. • Communicate clearly and honestly. • Act ethically in everything we do.

By consistently practicing these behaviors, we can strengthen the foundation of integrity within our community and ensure that it guides our actions and decisions.

LIVING THE RTD COMMUNITY VALUES IN GHANA

TEAMWORK



We believe in 'we' before 'me'. We have clear roles that work well together. We see each other as colleagues - part of the same team, driving to deliver our mission every day.

At Right to Dream Ghana, teamwork is the bedrock of our success. We believe in the power of "we" over "me," recognizing that together we can achieve far more than we ever could alone. Teamwork is about fostering a sense of togetherness and inclusivity, where everyone feels valued and respected. We trust each other, share responsibilities, and communicate openly, embracing our diverse perspectives and working collaboratively towards our shared goals. We support each other through thick and thin, celebrating our strengths and accepting our weaknesses. We understand that true teamwork involves bringing our unique skills and abilities together, respecting each other's opinions, and working together as a united force. It's about creating a culture of collaboration, where everyone feels empowered to contribute their best and where we collectively strive towards achieving our mission.





LIVING THE RTD COMMUNITY VALUES IN GHANA

TEAMWORK

To foster a strong sense of teamwork within Right to Dream Ghana means:

DOING MORE OF	DOING LESS OF	CONTINUING TO
• Supporting each other and offering encouragement. • Communicating openly and effectively. • Creating a healthy and collaborative environment. • Embracing diverse perspectives. • Providing training and development opportunities. • Showing interest in colleagues' well-being. • Fostering strong relationships across departments. • Focusing on finding solutions together. • Preventing dominance and ensuring everyone has a voice.	• Backstabbing and negativity. • Poor communication. • Neglecting team dynamics. • Creating cliques. • Overburdening individuals. • Selfishness. • Fixed mindsets.	• Help each other and maintain a positive attitude. • Work together as a united team. • Embrace leadership that guides and inspires. • Define clear roles and responsibilities. • Build trust and maintain open communication. • Stay focused on shared goals. • Contribute ideas and participate actively. • Collaborate effectively and share feedback.

Let's build a powerful culture of teamwork, where collaboration, support, and shared success drive us forward and enable us to achieve extraordinary things together!

LIVING THE RTD COMMUNITY VALUES IN GHANA

DIVERSITY



We may be different but committed to the same mission. We are better when each of us feels included and valued. We believe in diversity in all its forms, valuing and encouraging different perspectives.

Diversity at Right to Dream Ghana is about recognizing and celebrating the uniqueness of each individual within our vibrant community. We believe that our differences, whether in background, beliefs, or perspectives, are what make us stronger and more innovative. We are committed to fostering an inclusive environment where everyone feels valued, respected, and empowered to contribute their best. We embrace different cultures, promote equality, and challenge unconscious biases. We believe in the power of diverse voices and perspectives to drive creativity, problem-solving, and ultimately, success. At Right to Dream Ghana, diversity is not just a value, it's a way of life.





LIVING THE RTD COMMUNITY VALUES IN GHANA

DIVERSITY

To truly embrace diversity at Right to Dream Ghana means:

DOING MORE OF	DOING LESS OF	CONTINUING TO
• Showing love and acceptance towards everyone. • Embracing different perspectives. • Promoting equity and fairness. • Cultivating open-mindedness. • Ensuring fair treatment and equal opportunities. • Gaining more exposure to different cultures • Respecting individual differences. • Createing opportunities for staff interaction.	• Judgment and prejudice. • Partiality and discrimination. • Unconscious biases. • Unequal opportunities. • Looking down on others. • Superiority complexes. • Ignorance • Stigma and tribalism.	• Respect each other and value contributions. • Accept different beliefs and perspectives. • Get to know staff from different backgrounds. • Foster a culture of acceptance. • Celebrate diversity through shared experiences.

By embracing these actions, we can create a truly diverse and inclusive community where everyone feels valued, respected, and empowered to contribute their best.

LIVING THE RTD COMMUNITY VALUES IN GHANA

DEVELOPMENT



We nurture everyone's unique talent and support their journey to reach their potential. Our growth culture is rooted in continuous development. We own and drive development of ourselves.

Development at Right to Dream Ghana is a journey of continuous growth and improvement, both for ourselves and our community. It's about embracing a mindset of lifelong learning, always seeking new opportunities to expand our knowledge and skills. We believe in identifying areas where we can improve, pushing ourselves beyond our comfort zones, and striving to be the best versions of ourselves.

We support each other's development, fostering a culture of empowerment and providing opportunities for growth at every level. We celebrate progress, no matter how small, recognizing that every step forward contributes to our collective success. Development is about nurturing our talents, embracing innovation, and being receptive to change. It's about unlocking our full potential, both individually and as a community, and constantly striving for excellence in all that we do.





LIVING THE RTD COMMUNITY VALUES IN GHANA

DEVELOPMENT

To cultivate a thriving culture of development at Right to Dream Ghana, we focus on:

DOING MORE OF	DOING LESS OF	CONTINUING TO
• Taking ownership of our development. • Embracing challenges and stepping outside comfort zones. • Cultivating a growth mindset. • Encouraging curiosity and asking questions. • Striving for continuous improvement. • Dedicating time and effort to development. • Investing in staff well-being and providing resources. • Recognizing and acknowledging achievements.	• Complacency. • Fixed mindsets. • Favouritism. • Entitlement. • Procrastination. • Discouragement and negativity. • Irresponsibility and laziness.	• Trust ourselves and others to embrace challenges. • Support each other's growth. • Conduct regular performance appraisals. • Participate in exchange programs. • Invest in staff development. • Seek out new challenges. • Foster a culture of learning.

By embracing these principles, we can create a dynamic environment where everyone is empowered to grow, learn, and reach their full potential. Let's commit to continuous development, both individually and as a community, and unlock a brighter future for ourselves and Right to Dream Ghana!

LIVING THE RTD COMMUNITY VALUES IN GHANA

PASSION



*We are passionate about whatever we do. We give and get deeper meaning and joy from our work.
We celebrate successes along the way.*

Passion is the fire that burns within us at Right to Dream Ghana. It's the driving force that fuels our commitment to developing young talents and making a positive impact on our community. We approach every task with enthusiasm, dedication, and a genuine love for what we do. Our passion inspires us to go the extra mile, to persevere through challenges, and to constantly seek ways to improve ourselves and our community. We celebrate our achievements together, recognizing and appreciating each other's skills and abilities. This vibrant energy is contagious, inspiring us all to strive for excellence and make a positive impact.





LIVING THE RTD COMMUNITY VALUES IN GHANA

PASSION

To keep our passion burning bright at Right to Dream Ghana, we focus on:

DOING MORE OF	DOING LESS OF	CONTINUING TO
• Setting purposeful, realistic goals. • Providing opportunities for growth and development. • Showing appreciation for hard work. • Celebrating achievements, big and small. • Creating opportunities for advancement. • Encouraging entrepreneurship and innovation. • Finding the right people for the right roles. • Promoting a strong work ethic.	• Discouragement and negativity. • Undermining or disrespecting colleagues. • Backbiting and negativity. • Burnout and finding work-life balance in stead. • Complacency.	• Show love and appreciation for colleagues. • Support individual well-being. • Encourage everyone to give their best. • Celebrate wins and foster a positive environment. • Love what we do and go above and beyond.

By embracing these actions, we can ensure that passion continues to be a driving force within our community, inspiring us to achieve great things together.

LIVING THE RTD COMMUNITY VALUES EVERY DAY

As you can see, our values are not just empty words; they are the guiding principles that shape our culture and drive our success. We encourage you to embrace these values, live them every day, and contribute to the vibrant and thriving community at Right to Dream.

Let's work together to bring these values to life and make a positive impact on global football and beyond!

Questions or in need of help?

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