



# We will

provide vision and leadership to become a  
21st Century workforce to build a 21st Century city.

## Our purpose is

- To set tone and culture within our organization. We will lead with integrity, vision and shared purpose
- To provide overall corporate leadership. To effectively run the city and city services
- To exercise executive decision making
- To assist council in governing effectively in the best interest of the city
- To ensure corporate perspective and alignment to Council's Strategic Plan
- To foster and build relationships with external stakeholders
- To actively shape the city through the corporate alignment of plans, budget, priorities and strategy
- To empower, mentor and coach staff and teams
- To foster the future leaders of the organization
- To communicate and engage broadly across the organization.
- To lead and promote innovation and continuous improvement
- To manage corporate issues and risks

## Ethics and Integrity

- Do what is right regardless of personal risk
- Provide professional and impartial advice
- Keep commitments
- Be honest and forthright

## Collegiality and collaboration

- Work across organizational boundaries ensuring inclusion
- Challenge each other, build on each other's ideas
- Be willing to compromise for the common good

## Trust and Respect

- Respect others point of view
- Provide constructive and respectful input
- Respect confidentiality
- Act fairly

## Open communication and active listening

- Seek input from others, be open and flexible
- Be fully engaged in discussions.