

COMMUNITY AND GOVERNMENT SERVICES



OUR PATH TO EXCELLENCE

OUR VISION OUR PURPOSE

The Starting point. The Vision and Purpose provide connectivity and alignment across and throughout our department. **1**

- Our Vision** Creating Community, Improving Lives, Moving to Excellence
- Our Mission** To improve the quality of life for Richland County constituents through outreach, mediation, advocacy, strategic programming, and education
- Our Values** Integrity, Respect, Innovation, Courage, Teamwork, Accountability, Efficiency, Objectivity

OUR VALUES

Our Values are the standards to which we hold ourselves and our organization, and they should be reflected in our words and actions every day **2**

Our Leaders and Our People...	Model Our Values	Inspire Our People	Focus on Constituents	Create Long-Term Value	Deliver Excellence
Leadership Competencies	Leads Authentically	Builds Talent and Capability Coaches for Performance	Creates External Awareness	Thinks and acts Strategically	Delivers Results
Core Competencies	Lives the Values	Communicates Compellingly Learns Enthusiastically	Advocates for Constituents	Innovates	Promotes Change Strives for Excellence
Development Strategies	Winning Culture		Growth Excellence	Operational Excellence	
Excellence Outcomes	Engaged Employees		Satisfied Constituents	Confident Stakeholders	

DEVELOPMENT STRATEGIES MOVE TO EXCELLENCE OUTCOMES

By focusing on our Development Strategies, we reach our Outcomes: Engaged Employees, Satisfied Constituents, and Confident Stakeholders **5**

THE FIVE PILLARS

The five competency pillars are the main themes to how we work at Richland County. **3**

LEADERSHIP & CORE COMPETENCIES

Our Competencies or "behaviors" of our employees and leaders will dictate how we personify those ideals and how we work through our strategy to achieve our outcomes. **4**