

Leadership Principles

The following principles and beliefs guide us in how we view and demonstrate our leadership commitment to staff:

Staff are integral to the success of the Municipality of Crownsnest Pass

- ◆ We value the contribution of employee's knowledge and expertise
- ◆ All individuals will be treated with dignity and equal respect regardless of their position
- ◆ Professional development opportunities will be available on an equitable basis to staff to enhance their contribution in meeting organizational goals
- ◆ Staff contribution will be recognized and acknowledged individually and organizationally
- ◆ Staff will receive feedback on their performance and contribution
- ◆ When possible staff will be asked for feedback to enable the organization to be effective
- ◆ The best person will be hired for the position

Communication and information enable organization effectiveness

- ◆ Information is owned by the organization and will be shared except if confidential or restricted
- ◆ Confidentiality shall be respected
- ◆ Communication will be done in the most effective and efficient way, recognizing that personal contact is important

Decisions enable staff to do their job

- ◆ Decisions will be made within a specified framework that considers the impact for the organization, department, area and individual
- ◆ The context for decisions will be provided
- ◆ All decisions are open for clarification and discussion
- ◆ When responding to request for clarification, this will be done in a constructive way that builds strong working relationships

An organizational perspective is key

- ◆ We will approach our leadership role from an organizational perspective
- ◆ We will plan with a view to the future
- ◆ We encourage risk taking when it provides an opportunity for organizational success

We believe employee morale begins at the top and we will...

- ◆ Lead by example
- ◆ Be effective role models
- ◆ Get involved, be aware and make a difference