Executive Management Team
Core Values

We know we are living the core value of **QUALITY** when we:

- commit to "best practices" and excellence as the standards of success;
- act as leaders for continuous improvement;
- are strategic in our thinking with an awareness of the implications of our decisions;
- actively seek out opportunities for self development and facilitate it in others;
- consistently seek and respond to feedback from each other, from the Executive Committee and department heads.

We know we are living the core value of **DIVERSITY** when we:

- respect others and appreciate differences in perspective;
- are a leadership team comprised of people with various areas of technical expertise and backgrounds;
- are good role models for both work related and personal interactions with racial and other minority group members;
- assure that racial and other minority groups are represented in the County's workforce;
- seek out opportunities to bring racial and other minority group perspectives to the table in public policy discussions.

We know we are living the core value of a **SHARED PURPOSE** when we:

- focus on what is best for the County;
- help County departments be more successful and recognize those successes;
- provide the tools for and recommend actions to improve accountability and measure outcomes.

We know we are living the core value of **STEWARDSHIP OF RESOURCES** when we:

- strategically plan for the future;
- manage the County's resources in a long term cost effective manner;
- balance human, natural and cultural resource conservation with present and future financial resources.

We know we are living the core value of **SERVICE** when we:

- communicate respect for department heads and County Board members through our positive attitudes, willingness to help and appearance;
- respect time commitments, meet deadlines;
- are well prepared for meetings, hearings;
- return calls from people as soon as possible;
- respond to concerns from County Board members, department heads, reporters, etc., in a timely manner;
- listen attentively and ask clarifying questions.

We know we are living the core value of **INTEGRITY** when we:

- refrain from criticizing County Board members, department heads, and others behind their back;
- set an example for others to follow with regard to work ethic, fair treatment, and ethical conduct;
- protect confidential information;
- act in a trustworthy, honest manner;
- conduct ourselves in such a manner that our off duty conduct reflects well on the team;
- comply with our professional standards of ethics.