

BEFORE THE METRO COUNCIL

FOR THE PURPOSE OF THE METRO COUNCIL) RESOLUTION NO. 10-4188
FORMALLY ADOPTING STATED METRO)
VALUES) Introduced by Michael Jordan with the
concurrence of Acting Council President
Carlotta Collette

WHEREAS, Metro staff, management and Council collaboratively developed a set of six primary Metro values that include *public service; excellence; teamwork; respect; innovation; and sustainability* and are attached hereto as Exhibit A;

WHEREAS, the process of developing these values consisted of a series of initial all-staff meetings where feedback from Metro employees was gathered and delivered to a project team who condensed staff responses into the Metro values stated above;

WHEREAS, the project team distributed a survey to Metro employees and followed up on the survey by modifying the stated values;

WHEREAS, the modified values were then compared with existing Metropolitan Exposition Recreation Commission (MERC) values and strong commonalities were found, language from both sets of values were combined and adopted by the Senior Leadership Team;

WHEREAS, Metro's Senior Leadership Team, consisting of Metro senior managers and directors finalized the values before taking them to Council during the September 14 Metro Council work session;

WHEREAS, subsequent to the process of identifying values and performing cross-agency engagement that included employees, managers, Senior Leadership Team members, and Council, next steps include business process integration and implementing accountability options;

WHEREAS, meeting Metro's sustainability goals and aligning general management objectives with the Sustainable Metro Initiative is a continuing top priority; now therefore


BE IT RESOLVED that the Metro Council formally adopts the Metro values attached hereto as Exhibit A and supports next steps in agency integration.

ADOPTED by the Metro Council this 30th day of September, 2010.



Carlotta Collette, Acting Council President

Approved as to Form:



Daniel B. Cooper, Metro Attorney

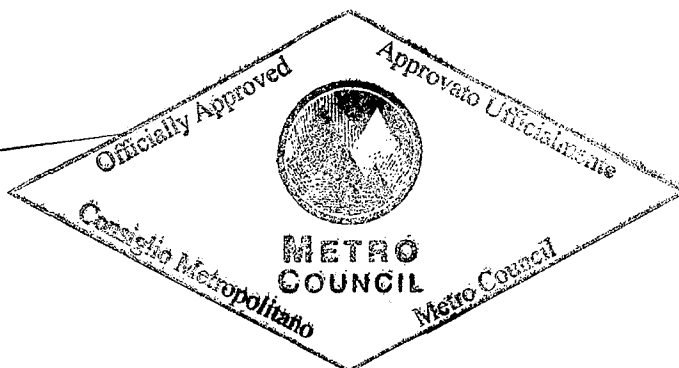


EXHIBIT A TO RESOLUION NO. 10-4188: Metro Values



Metro | *Making a great place*

We inspire, engage, teach and invite people to preserve and enhance the quality of life and the environment for current and future generations.

PURPOSE AND VALUES

Public service

We are here to serve the public with the highest level of integrity.

Metro plays an important role in the environmental, cultural, and economic vitality of the region. We build strong relationships, alliances and partnerships in the community to better serve our citizens and visitors. We generously share our expertise to promote community enhancement and development. We strive to make a positive difference through leadership and by taking action.

Excellence

We aspire to achieve exceptional results.

We practice continuous improvement to achieve the most efficient and effective results. We face problems head on and focus on finding the best solutions. Our goal is to meet or exceed the expectations of our customers and stakeholders without compromising quality. We promote employee development and encourage everyone to be their best.

Teamwork

We engage others in ways that foster respect and trust.

Teamwork forms the essence of our work environment. Through collaboration and commitment to common goals, we achieve greater outcomes. We value positive relationships and nurture them with cooperation and honest communication. Individually, we contribute to the greater whole by being dependable and accountable for our actions.

Respect

We encourage and appreciate diversity in people and ideas.

We embrace diversity in people and ideas within our workplace and our community. Everyone is treated with care and appreciation. We promote an atmosphere of equality and personal integrity and seek to understand the perspective of others. We strive for a culture supported by honesty and trust. Above all, we demonstrate respect for each other.

Innovation

We take pride in coming up with innovative solutions.

We understand the importance of taking appropriate risks and learning from our successes and setbacks. We encourage flexibility and embrace creativity and new ideas. We respond mindfully when challenges come our way and address obstacles with ingenuity. We are adaptable and strategic in the face of change. We serve our customers better as a result of anticipating and solving problems.

Sustainability

We are leaders in demonstrating resource use and protection.

We are leaders in demonstrating resource use and protection in a manner that enables people to meet current needs without compromising the needs of future generations, and while balancing the needs of the economy, environment, and society.

STAFF REPORT

IN CONSIDERATION OF RESOLUTION NO. 10-4188, FOR THE PURPOSE OF THE METRO COUNCIL FORMALLY ADOPTING STATED METRO VALUES

Date: September 30, 2010

Prepared by: Tony Andersen
503.797.1878

BACKGROUND

Over the past calendar year Metro staff, management and Council have collaboratively developed a set of six primary Metro values that include *public service; excellence; teamwork; respect; innovation; and sustainability* (attached to this legislation package as Exhibit A). The process of developing these values consisted of a series of initial all-staff meetings where feedback from Metro employees was gathered and delivered to a project team who condensed staff responses into the Metro values stated above. The project team then distributed a survey to Metro employees and followed up on the survey by modifying the stated values. Following this, Metro's Senior Leadership Team, consisting of Metro senior managers and directors, finalized the values before taking them to Council during the September 14 Metro Council work session where Councilors noted they would like to formally adopt the stated values as a resolution with the opportunity to discuss in a formal setting.

Subsequent to the process of identifying values and performing cross-agency engagement that included employees, managers, Senior Leadership Team members, and Council, next steps in the Metro values process include business process integration (incorporating the stated values above into department work plans) and implementing accountability options. Meeting Metro's sustainability goals and aligning general management objectives with the Sustainable Metro Initiative is a continuing top priority, as is ensuring continued Metro success both internally and externally and most importantly as a governing body. These values translate Metro's benchmarks in way that componentially defines what a successful future looks like.

ANALYSIS/INFORMATION

1. Known Opposition

No known opposition.

2. Legal Antecedents

There are a number of resolutions that state goals, objectives, and purposes of specific projects and programs, however there is no legal history of legislation adopting general Metro values.

3. Anticipated Effects

By adopting this resolution, the Metro Council formally accepts the stated Metro values as proposed by Metro staff and management.

4. Budget Impacts

No immediate or direct budget impacts.

RECOMMENDED ACTION

Adoption of Resolution No. 10-4188 is recommended by the Metro Senior Leadership Team, managers and staff.

ATTACHMENT 1 TO RESOLUTION NO. 10-4188:

Informational item for review regarding process, Powerpoint presentation

Putting Metro's Values into Action



All Managers Meeting
July 2010

Outline



1. Process used to identify the values
2. Review of the six values
3. Next steps for engaging employees and reinforcing the values

Values Identification



- ★ All staff meeting
 - ★ Project team drafted the values
 - ★ Survey sent to employees
 - ★ Project team modified the values
 - ★ Senior Leadership Team finalized the values
-
- A large, thick red curved arrow starts on the left side of the slide, pointing downwards and then curving to the right to point towards the final step of the process.

Purpose



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Public Service

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Engagement & Reinforcement



1. Plans to Reinforce Values by Department Sep
2. All Staff Meeting Sep
3. Values in Action Guidebook Oct
4. Employee Satisfaction Survey Oct
5. Business Process Integration
 - Recruitment and orientation
 - Metro-sponsored training
 - PACE