

Vaughan Vision 2020 Strategic Goals and Themes Definitions

Joseph Pittari & Thomas Plant

PKI Committee

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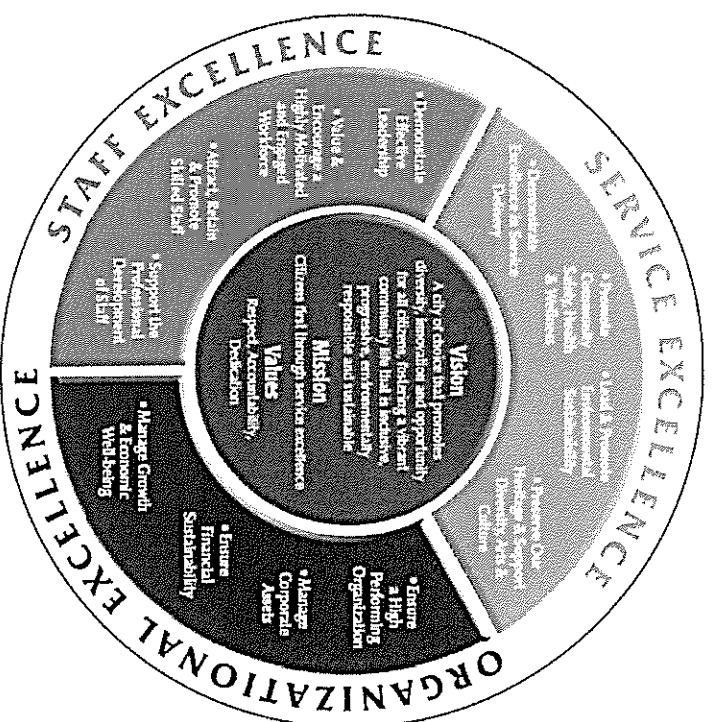
Why Vaughan Vision 2020 Definitions?

- Ensure a 'living' strategic plan which clearly defines its goals and themes and facilitates staff understanding how their job supports the VV 2020
- Priority initiative "Further evolve performance indicators" will involve all management levels in the organization collaborating on developing a dashboard of strategic and operational measures
- Strengthen linkage between Corporate initiatives and "Relationship to Vaughan Vision 2020" component in Corporate report

VV2020 Definition Work to Date

- Staff workshops held on November 7th and 10th, 2011 to receive input on defining strategic goals
- Presentation to SMT/Directors workshop on September 14, 2012
- Input received from 175 staff from all City departments, SMT and Directors

Vaughnan Vision 2020



Strategic Vision: Description of the desired future for City

Strategic Goal: Describes what needs to be accomplished to achieve the vision

Strategic Theme: Measurable step that leads to the achievement of the goals



VV2020 Proposed Goal Definitions

Service Excellence:

Service levels that meet citizen needs

Organizational Excellence:

High performing through continuous improvement

Staff Excellence:

People dedicated to each other

VV2020 Proposed Theme Definitions

Strategic Goal: Service Excellence

Service Excellence: Service levels that meet citizen needs

Strategic Themes

Demonstrate Excellence In Service Delivery – Consistently achieving service levels.

Promote Community Safety, Health, & Wellness – Actively promoting healthy lifestyles to encourage a high quality of life and the well-being and safety of residents.

Lead & Promote Environmental Sustainability – Committed to protecting and enhancing the natural and built environment.

Preserve Our Heritage & Support Diversity, Arts & Culture – A welcoming city that supports a vibrant arts community, with a wide range of heritage and cultural initiatives.

VV2020 Proposed Theme Definitions

Strategic Goal: Organizational Excellence

Organizational Excellence: High performing through continuous improvement

Strategic Themes

Ensure a High Performing Organization – Being great at what we do.

Manage Corporate Assets – Ongoing assessment of Corporate infrastructure requirements to inform decision making for a sustainable future.

Ensure Financial Sustainability – Using taxpayer funds wisely by making informed decisions that take into consideration the affect on the current and future operations of the City.

Manage Growth and Economic Well Being – Creating a positive environment that encourages innovation and prosperity.

VV2020 Proposed Theme Definitions

Strategic Goal: Staff Excellence

Staff Excellence: People dedicated to each other

Strategic Themes

Demonstrate Effective Leadership – Engaging staff by encouraging collaboration for positive results.

Value & Encourage a Highly Motivated and Engaged Workforce – Recognize and promote the Corporate values of Respect, Accountability and Dedication.

Attract, Retain, & Promote Skilled Staff – Vaughan is seen as an employer of choice.

Support the Professional Development of Staff – Investing in staff development to create a culture of continuous learning.



Key Discussion Questions

1. Are the proposed definitions easy to understand?
2. Do they capture the intention behind the strategic goals and themes?

Next Steps

- Approval of Vaughan Vision 2020 goals and themes definitions
- Discussion with SMT on high level project steps and timelines related to performance measures strategic initiative
- Report to PKI Committee on project plan for performance measures strategic initiative