



MUNICIPALITY OF THAMES CENTRE

REPORT NO. **CAO-001-24**

TO: Mayor and Members of Council

FROM: Chief Administrative Officer

MEETING DATE: February 12, 2024

SUBJECT: **The Municipality of Thames Centre's Organizational Core Values**

RECOMMENDATION:

THAT Report No. CAO-001-24 be received for information;
AND THAT Council ENDORSE the Thames Centre Organizational Core Values as attached.

PURPOSE:

The purpose of this report is to present Council and the public with the Organizational Core Values of Thames Centre staff. These identified shared values will serve as a guide, helping to ensure that Thames Centre's staff operates with a collective sense of purpose, ethics and professionalism.

BACKGROUND:

The Municipality of Thames Centre staff have recently undertaken the development and definition of its Core Values, which are essential to nurturing a renewed workplace culture based on shared values and a one team approach. Furthermore, these values are an integral part of future staffing decisions, performance evaluations and recognizing positive contributions from team members. Although an Office of the CAO initiative, these values have been developed organically with eligible and active participation of all staff.

Core Values Survey Part 1

A comprehensive survey was made available to all staff members. The survey was open for completion in November and December, 2023

Core Values Survey Part 2

After analyzing the first survey outcomes, several recurring themes emerged, which guided a secondary survey designed to further refine the Core Values. A follow-up survey was made available to all staff members open for completion in January, 2024.

Core Values Draft

After carefully analyzing the results of the secondary survey, a preliminary draft of five Core Values was created with each Core Value being accompanied by a clear and concise definition that accurately conveyed its meaning. The draft Core Values were then disseminated and shared to all staff for their feedback as part of the final process.

The Senior Management Team met February 7, 2024 to consider feedback received which shaped the resulting Core Values attached to this report.

COMMENTS:

Organizational Core Values are expected to facilitate the realization of short, medium and long-term objectives, as set out by Council, as well as to support service delivery and cultivate a shared purpose work environment. The Municipality of Thames Centre staff are firmly committed to advancing and improving in alignment with Council priorities and its Strategic Plan.

Council endorsement of the organizational Core Values for staff would ensure a continuation of alignment, mutual support and build upon a Thames Centre one team approach towards increasing excellence in municipal service delivery focused on residents and tangible results.

FINANCIAL IMPLICATIONS:

None.

STRATEGIC PLAN LINK

Pillar: *Community Communications & Engagement*

Goal: *Increase communications between the municipality (Council and Staff) and the public*

CONSULTATION:

All municipal staff.

ATTACHMENTS:

Thames Centre Organizational Core Values

Prepared by: D. Barrick, Chief Administrative Officer
S. Zylstra, Communication Coordinator
A. Peter, Human Resources Advisor