COMMUNITY & GOVERNMENT SERVICES | OUR PATH TO EXCELLENCE

VISION & PURPOSE

Creating Community.
Improving Lives.
Moving to Excellence.

To improve the quality of life for Richland County constituents through outreach, mediation, advocacy, strategic programming and education.

1

The vision and purpose provide connectivity and alignment across our department.

OUR VALUES

Integrity
Respect
Innovation
Courage
Teamwork
Accountability
Objectivity

2

These are the standards to which we hold ourselves and our organization.

FIVE PILLARS

Model Our Values
Inspire People
Focus on Constituents
Create Long-term Value
Deliver Excellence

3

The five competency pillars are the main themes to how we work at Richland County.

LEADERSHIP COMPETENCIES

Lead Authentically
Build Talent and Capability
Coaches for Performance
Create External Awareness
Think and Act Strategically
Deliever Results

4

The behaviors of our employees and leaders dictate how we personify ideals to work through our strategy to achieve our outcomes.

CORE COMPETENCIES

Live the Value
Communicate Compellingly and Learn Enthusiatically
Advocate for Constituents
Innovate
Promote Change and Strive for Excellence

4

The behaviors of our employees and leaders dictate how we personify ideals to work through our strategy to achieve our outcomes.

DEVELOPMENT STRATEGIES

Winning Culture
Growth Excellence
Operational Excellence

5

By focusing on our development strategies we reach our outcomes.

EXCELLENCE OUTCOMES

Engaged Employees
Satisfied Constituents
Confident Stakeholders

5

By focusing on our development strategies we reach our outcomes.