

Developing our Values

1. Values represent the core priorities in the organization's culture, including what drives members' priorities and how they truly act in the organization, etc. Values are increasingly important in strategic planning. They often drive the intent and direction for "organic" planners.
2. Developing a values statement can be quick culture-specific, i.e. Participants may use methods ranging from highly analytical and rational to highly creative and divergent, e.g., focused discussions, divergent experiences around daydreams, sharing stories, etc. Therefore, visit with the participants how they might like to arrive at description of their organizational values.
3. Establish four to six core values from which the organization would like to operate. Consider values of customers, employees and the community.
4. Notice any differences between the organization's preferred values and its true values (the values actually reflected by members' behaviors in the organization). Record each preferred value on a flash card, then have each member "rank" the values with 1, 2, or 3 in terms of the priority needed by the organization with 3 indicating the value is very important to the organization and 1 is least important. Then go through the cards again to rank how people think the values are actually being enacted in the organization with 3 indicating the values are fully enacted and 1 indicating the value is hardly reflected at all. Then address discrepancies where a value is highly preferred (ranked with a 3), but hardly enacted (ranked with a 1).
5. Incorporate into the strategic plan, action to align actual behavior with preferred behaviors

Values Worksheet

1. How would you like to arrive at a description of your organizational values?

(Culture specific, analytical and rational to highly creative and divergent, e.g., focused discussions, divergent experiences around daydreams, sharing stories, etc.?)

2. List five core values from which the department would like to operate.

(Consider values of customers, employees and the community.)

A.

B.

C.

D.

E.

Need something necessary

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CORE VALUES

1. Transparency through integrity & accountability
2. Achieving results through collaboration & cooperation & engagement
3. Encouraging innovative & creative practices that ~~we~~ serve the needs of... Respect through
4. Cultivating a culture of ~~business~~ compassion ~~respect~~ trust, & consistency
5. Evaluating processes for efficacy

6.

7.

8.

9.

10.

11.

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CORE VALUES

1. Teamwork / Collaboration
2. Trust
 - Including Transparency
 - Honest, Open
3. Valuing Diversity
4. Accountability
5. Build strong customer relationships
6. Communication → professional, respectful
7. "People first" (prioritizing people) → both customers + staff
8. Unleash our human capabilities
9. Excellence
10. Compassion
- 11.

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CORE VALUES

1. Foster a diverse & inclusive community.
2. Innovation - forward thinking & embracing new ideas & need for change
3. Compassionate to each citizen, yet responsive to the entire community.
4. Fairness and integrity in policy & in inaction.
5. Being accessible & engaging in our service delivery
- 6.
- 7.
- 8.
- 9.
- 10.
- 11.

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CORE VALUES

Existing

1. Integrity
2. Teamwork
3. Trustworthy
4. Fairness
5. Loyalty
- 6.
- 7.
- 8.
- 9.
- 10.
- 11.

Aspirational

1. Employee
2. Focus
3. Equity
4. Appreciation/utilization of expertise & talent

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CORE VALUES

- * Communication
- * Professionalism
- * Innovation
- * Community service
- * Integrity / Honor
- * Collaboration / Teamwork
- * Compassion / Respect
- *
- *
- *
- *

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CORE VALUES

1. Accountability ✓
2. Integrity ✓
3. Reliability ✓
4. Communication ✓
5. Safety ✓
6. Fairness
7. Loyalty
8. Empathy
9. Team Work
10. Trust
11. Confident