

EXECUTIVE COMPETENCIES

COUNTY VALUES

EQUITY

Organizational Progress

- Identifies department's/unit's policies and practices that have a disparate impact on specific populations.
- Recommends policies and practices to advance an equitable, inclusive workplace environment to counteract racism, sexism, and additional forms of institutional bias.
- Mentors others in racial equity strategic planning and implementation.
- Develops culturally responsive leadership skills.

EXCELLENCE

Integrity & Trust

Builds trust as a direct, truthful, and helpful leader. Keeps confidences. Admits mistakes, takes responsibility for actions, and willing to do the difficult but right thing.

Leadership

Sets and models high performance standards characterized by integrity. Earns the respect of others by coaching, inspiring, and empowering teams of people to achieve strategic objectives.

Human Capital Management

Attracts, retains, and motivates staff to work toward shared objectives. Administers programs effectively to achieve the goals of the County.

INNOVATION

Strategic Planning

Demonstrates good judgment about what creative ideas to incorporate into organizational operation and function. Reviews, approves, and forwards best practices in administration.

COLLABORATION

Systems Thinking

Sees the big picture. Identifies leverage points among competing interests, navigates complex environments, and understands interdependencies.

Political Savvy

Maneuvers through complex political situations without detriment to department/unit operations or mission.

ACCOUNTABILITY

Decision-making and Execution

Anticipates internal and external changes, trends, and influences in order to efficiently allocate resources and carryout County initiatives.