Greetings Mayor and Council,

Last month, my colleagues and I in the Corporate Management Team (CMT) reviewed our collective identity. This included discussions focusing on leadership qualities and responsibilities, and the extensive reach the group has across all City departments. As a result, we updated the group’s Mission Statement and Rules of Engagement, which I include below.

In addition, the group agreed upon a modernized name to reflect all these elements, and we are now termed the **City Leadership Team** (CLT). We are updating our Citywire page to reflect this, and sharing the new identity with staff in Wednesday’s staff newsletter, City Insider.

I hope you find this update appropriate and encourage you to contact any of us in the City Leadership Team for more information.

Best,
Sadhu

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**City Leadership Team Mission Statement**

CLT works together to deliver high quality services, to respond effectively to Council and Board priorities, and to create and maintain a healthy, productive and collaborative workplace culture. We do this by providing leadership, direction, support and strategic advice to each other, our staff and the entire citywide organization. We do this for our diverse communities, whose residents and businesses are central to all our city-building efforts.

**RULES OF ENGAGEMENT**

TRUST each other’s good intentions first and foremost.

- Be a role model for RESPECT
- Share ideas, issues and challenges openly and honestly — without fear of being judged, ambushed or shamed.
- Try to understand each other’s perspective.
- Forgive mistakes.
- Find healthy ways to resolve conflicts not avoid them.

Practice **INCLUSIVENESS**

- Value the expertise in the team.
- Involve those being impacted by your actions and decisions.
- Communicate openly with and listen effectively to each other.

Focus on **SOLUTIONS**

- Take responsibility.
- Be reflective not defensive.
- Let go of preconceived ideas and hidden agendas.
- Offer constructive feedback to fix problems and find answers.

Don’t take yourself too seriously.