

From: "[Johnston, Sadhu](mailto:Sadhu.Johnston@vancouver.ca)" <Sadhu.Johnston@vancouver.ca>
To: "[Direct to Mayor and Council - DL](mailto:CCDTMACDL@vancouver.ca)" <CCDTMACDL@vancouver.ca>
CC: "[City Manager's Correspondence Group - DL](mailto:CMCG@vancouver.ca)" <CMCG@vancouver.ca>
Date: 11/14/2017 11:44:31 AM
Subject: New Name for CMT

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

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.

Sadhu Aufochs Johnston | City Manager
City of Vancouver | 453 W 12th Avenue
Vancouver | BC V5Y 1V4
604.873.7627 | Sadhu.johnston@vancouver.ca
Twitter: sadhuajohnston



CONFIDENTIALITY NOTICE: This message and any accompanying documents contain confidential information intended for a specific individual and purpose. This message is private and protected by law. If you are not the intended recipient, you are hereby notified that any disclosure, copying or distribution, or the taking of any action based on the contents of this information, is strictly prohibited.