

## **Draft Mission, Vision, and Values**

### **Mission.**

This is our reason for being, to be determined in conjunction with our product and/or service and analysis of our customer chain. There is a perception in some quarters that CDEM is an emergency service. The reality is that the CDEM team should provide control, coordination, and a framework/structure for delivery, but is not in essence a delivery organisation. This role is undertaken by other often allied emergency service organisations. Similarly the CDEM team provides merely a fraction of the people effort engaged in preparatory, response and recovery efforts with the majority comprising council staff, private contractors and volunteers. Much emphasis is placed on CDEM activities during an emergency however its primary role, the role it conducts 99% of the time should be directed at reduction and readiness activities and preparing the way for response and recovery activities should the need arise.

The CDEM mission could therefore read something like:

*“Empowering communities to build the resilience and continuity necessary so that the region is prepared to respond to and recover from natural and man made emergencies”*

### **Vision**

This is a future state to which we should aspire. To be meaningful this should be inspirational, measurable and achievable. While many organisations choose to internalise their vision – to be the best in a field or to be world class; in our case, an external focussed vision best meets our needs:

*A resilient community, ready and able*

### **Values**

Values drive all behaviours. They can be thought of as the principles by which both individuals and organisations live. They are also a key driver of motivation and set the standard by which our actions may be judged. The power to drive behaviour comes from the fact that values have attached emotions. A good set of values is the key to building and empowering a high performing team. Individuals within that team are free to make choices within the framework of the organisational values. In this way, they act as a moral compass and assist individuals make the right choices in times of ambiguity. You cannot have a high performing team without a common set of agreed values. Professional skills and personal attributes, alone will not guarantee success.

The establishment of a common set of core values signals a change in direction for the CDEM team and should assist provide the motivation, focus, and standards required for us to achieve our vision

for success. Becoming a values based organisation is neither a simple nor quick fix for any perceived lack of performance. It is however essential however, if we are to become a champion organisation on and off the park. The proposed values are summarised as follows:

### **Teamwork**

Teamwork is where the collective output exceeds the sum of the efforts of the individuals involved. We foster teamwork by:

- Sharing our knowledge and skills;
- Contributing to collective improvement;
- Welcoming and respecting different ideas and perspectives;
- Engaging regularly with key stakeholders;
- Being accountable to each other for our actions;
- Looking for the fun in what we do;
- Celebrating successes on and off the field; and,
- Displaying a “fire in the belly” passion which drives superior performance plus a desire to achieve.

### **Professionalism**

This is our commitment to be the best we can be. We display professionalism by:

- Setting challenging goals, planning, and then striving to achieve them;
- Achieving our full potential as individuals, teams and as an organisation;
- Leading through innovation;
- Producing performance and consistency on which the community can rely
- Possessing the agility to change and adapt;
- Producing outcomes which meets the needs of our customer chain; and,
- Pride in promoting our role in a positive way.

### **Integrity**

- Having the courage to “do the right thing”;
- Ensuring our actions pass the “mirror test”;
- Transparent processes producing credible outcomes;
- Earning the respect of work colleagues and others; and,
- Acting with honesty and displaying a sense of honour at all times.

### **Community**

- Having a sense of community which underpins all our actions and motivations;
- Displaying pride and a sense of affinity for our region;
- Promoting a sense of belonging; and,
- Achieving the synergy that comes with partnership.