

Assistant Director (Group Manager)

Performance Expectations

SHIFT IN WORK VALUES

1. From cross-functional results to cross-business results
2. From Business Plans to enterprise Strategic Plan
3. From valuing all divisions to valuing all businesses

Results	Full Performance
BUSINESS RESULTS	
<ol style="list-style-type: none">1. Strategic Plan2. Financial viability of all funds3. Enterprise stakeholder value	<ol style="list-style-type: none">1. Strategic Plan built on sound financial, political and industry knowledge2. Consistently meet financial viability targets3. Deliver stakeholder value through business integration
MANAGEMENT	
<ol style="list-style-type: none">1. Strategic Plan2. Enterprise policies support the “Immune System”	<ol style="list-style-type: none">1. Business Plans fully support enterprise Strategic Plan2. Develop and implement enterprise policies to enable early warning
LEADERSHIP	
<ol style="list-style-type: none">1. Enterprise strategy implementation2. Pipeline implementation/integration3. Business management succession4. High performing teams throughout the enterprise	<ol style="list-style-type: none">1. All employees understand and support strategy2. Demonstrate and ensure all businesses implement Leadership Pipeline principles3. Implement a sustainable group structure with clear succession strategy4. Demonstrate and ensure a culture of accountability, cross-business collaboration and results through integrated service delivery
RELATIONSHIPS	
<u>Upward:</u> Director/Chief Deputy Director	<ul style="list-style-type: none">• Aligned with and responsive to the Director/Chief Deputy Director
<u>Inward:</u> Peers Direct reports Cross-enterprise alliances	<ul style="list-style-type: none">• Cross-business collaboration• Advocate, coach and hold Deputy Directors accountable• Remove obstacles that might jeopardize alignment with enterprise priorities
<u>Outward:</u> Board Deputies Public agencies (including regulatory) Communities Strategic alliances	<ul style="list-style-type: none">• Provide backup representation for the Director/Chief Deputy Director• Develop and maintain cross-business relationships at the executive level
INNOVATION	
Culture of innovation/improvement	<ul style="list-style-type: none">• Challenge status quo throughout the organization to improve customer service