

## Leadership Pipeline Alignment

Innovation		
	Results	Full Performance
Director (Chief Executive Officer)	Culture of innovation	<ul style="list-style-type: none"> <li>Set a climate that encourages learning and experimentation to further improve public service</li> </ul>
Chief Deputy Director (Chief Operating Officer)	Culture of innovation	<ul style="list-style-type: none"> <li>Drive and reinforce innovation</li> </ul>
Assistant Director (Group Manager)	Culture of innovation/improvement	<ul style="list-style-type: none"> <li>Challenge status quo throughout the organization to improve customer service</li> </ul>
Deputy Director (Business Manager)	Culture of innovation/improvement	<ul style="list-style-type: none"> <li>Collaborative innovation across multiple businesses</li> <li>Enhanced customer service, reduced costs and improved safety</li> </ul>
Division Head (Function Manager)	Culture of innovation/improvement	<ul style="list-style-type: none"> <li>Implement industry best practices into division operations</li> <li>Innovation aligned with Business and Functional Operational Plans</li> </ul>
Assistant Division Head (Manager of Managers)	Work climate promotes innovation/improvement	<ul style="list-style-type: none"> <li>Identify and implement innovative solutions aligned with the Functional Operational Plan</li> </ul>
Section Head/ Superintendent (Manager of Others)	Work climate promotes innovation/improvement	<ul style="list-style-type: none"> <li>Explore, recommend, and implement innovative solutions aligned with the Functional Operational Plan</li> </ul>
Managers (Common Expectations)	Work climate promotes innovation/improvement	<ul style="list-style-type: none"> <li>Seek opportunities to innovate/change to improve customer value</li> </ul>