

Leadership Pipeline Alignment

Leadership		
	Results	Full Performance
Director (Chief Executive Officer)	<ol style="list-style-type: none"> 1. Culture of excellence and responsibility 2. Succession plan 3. High performing Executive Team 	<ol style="list-style-type: none"> 1. Inspire a sense of purpose for all employees in the organization 2. Develop a sustainable enterprise structure with clear succession strategy 3. Build an Executive Team and an enterprise organization structure aligned to deliver organizational strategy
Chief Deputy Director (Chief Operating Officer)	<ol style="list-style-type: none"> 1. Culture of excellence and responsibility 2. Pipeline implementation/ integration 3. Succession plan 4. High performing Executive Team 	<ol style="list-style-type: none"> 1. Provide purpose for all employees in the organization 2. Demonstrate and ensure all businesses implement Leadership Pipeline principles 3. Implement a sustainable enterprise structure with clear succession strategy 4. Lead the Executive Team to deliver organizational strategy
Assistant Director (Group Manager)	<ol style="list-style-type: none"> 1. Enterprise strategy implementation 2. Pipeline implementation/ integration 3. Business management succession 4. High performing teams throughout the enterprise 	<ol style="list-style-type: none"> 1. All employees understand and support strategy 2. Demonstrate and ensure all businesses implement Leadership Pipeline principles 3. Implement a sustainable group structure with clear succession strategy 4. Demonstrate and ensure a culture of accountability, cross-business collaboration and results through integrated service delivery
Deputy Director (Business Manager)	<ol style="list-style-type: none"> 1. Business Plan implementation 2. Pipeline implementation/ integration 3. Division management succession 4. High performing teams 	<ol style="list-style-type: none"> 1. All employees understand and support the Business Plan 2. Demonstrate and ensure all divisions implement Leadership Pipeline principles 3. Implement a sustainable business structure with clear succession strategy 4. Demonstrate and ensure a culture of accountability and collaboration
Division Head (Function Manager)	<ol style="list-style-type: none"> 1. Functional Operational Plan implementation 2. Cross-functional teamwork 	<ol style="list-style-type: none"> 1. <ul style="list-style-type: none"> • Employees understand the significance of their role in support of the Business and Functional Operational Plans • Employees are capable, motivated and accomplish operational objectives 2. Teams collaborate effectively within and across division boundaries
Assistant Division Head (Manager of Managers)	<ol style="list-style-type: none"> 1. Communicate Vision and purpose 2. Information flow 	<ol style="list-style-type: none"> 1. Division members understand and support Enterprise Strategy, Vision and purpose 2. Teams collaborate effectively within and across division boundaries

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Section Head/ Superintendent (Manager of Others)	Work aligned with Vision and purpose	<ul style="list-style-type: none"> Team members understand and support Enterprise Strategic Plan, Vision and purpose
Managers (Common Expectations)	<ol style="list-style-type: none"> Clarity of purpose High performing, motivated employees/teams 	<ol style="list-style-type: none"> <ul style="list-style-type: none"> Ensure employees understand the relationship between work plans, Functional Operational Plans, Business Plans and Strategic Plan Connect how daily work delivers enterprise outcomes <ul style="list-style-type: none"> Lead by example Coach, train and develop employees Manage performance through recognition, timely feedback and regular reviews Hold people accountable