

## Leadership Pipeline Alignment

Management		
	Results	Full Performance
Director (Chief Executive Officer)	Strategic direction	<ul style="list-style-type: none"> <li>Establish and drive the Enterprise Vision and Mission</li> </ul>
Chief Deputy Director (Chief Operating Officer)	Strategic direction implementation	<ul style="list-style-type: none"> <li>Drive the Enterprise Strategic Plan (Vision, Mission, and Values) through Assistant Directors and Deputy Directors</li> </ul>
Assistant Director (Group Manager)	<ol style="list-style-type: none"> <li>Strategic Plan</li> <li>Enterprise policies support the "Immune System"</li> </ol>	<ol style="list-style-type: none"> <li>Business Plans fully support enterprise Strategic Plan</li> <li>Develop and implement enterprise policies to enable early warning</li> </ol>
Deputy Director (Business Manager)	<ol style="list-style-type: none"> <li>Business Plan</li> <li>"Immune System"</li> </ol>	<ol style="list-style-type: none"> <li> <ul style="list-style-type: none"> <li>Develop and implement a Business Plan (operational, financial, and resources) aligned with enterprise strategy</li> <li>Define service standards for excellent customer service</li> </ul> </li> <li>Full compliance with policies and internal controls</li> </ol>
Division Head (Function Manager)	<ol style="list-style-type: none"> <li>Functional Operational Plan</li> <li>Operational standards</li> </ol>	<ol style="list-style-type: none"> <li>Business and Functional Operational Plans executed on time, on budget, to specified quality levels</li> <li>Establish, communicate, guide and monitor standards that ensure a high performing division</li> </ol>
Assistant Division Head (Manager of Managers)	<ol style="list-style-type: none"> <li>Functional Operational Plan implementation</li> <li>Operational planning/effectiveness</li> </ol>	<ol style="list-style-type: none"> <li>Plan implemented effectively through managers</li> <li>Right processes, resources and systems in place to deliver results</li> </ol>
Section Head/ Superintendent (Manager of Others)	Functional Operational Plan Implementation	<ul style="list-style-type: none"> <li>Deliver the Functional Operational Plan through effective staff and resource management</li> <li>Implement and maintain an effective safety program</li> <li>Assess, address, or escalate conditions that may endanger public safety</li> </ul>
Managers (Common Expectations)	<ol style="list-style-type: none"> <li>Risk management</li> <li>Organizational effectiveness</li> </ol>	<ol style="list-style-type: none"> <li>Anticipate, recognize and mitigate risks</li> <li> <ul style="list-style-type: none"> <li>Work prioritization aligned with enterprise priorities</li> <li>Time management supports priorities</li> <li>Compliance with established policies, processes and procedures</li> </ul> </li> </ol>