

MAKING A DIFFERENCE

RENEWED VISION AND VALUES TO GUIDE THE PUBLIC SERVICE INTO THE NEXT CENTURY

As the provincial public service focuses on the future in the year after celebrating its centennial, work is well underway on an initiative to renew the vision and values for the Alberta Public Service.

With the current public service vision and value statements nearly ten years old, and the province and its public service having changed significantly over that last decade, public service leaders agreed the time has come to renew the vision and value statements so they remain meaningful both to current and future members of the public service.

“It’s important to say that first of all, the current vision and values have served us well. The fact we are such a strong public service, recognized as being one of the best in the world, and that we have done a lot of work over the last decade that we can be very proud of, is because members of the public service have lived the vision and values we have now,” says Deputy Minister of Executive Council, Ron Hicks.

“But any organization that wants to stay on the leading edge and move into the future with confidence needs to pause every so often to reaffirm the vision and values that guide the way its employees work,” he adds. “That’s why we started this vision and values renewal initiative.”

Ensuring that every public service employee has the opportunity to share their thoughts about the renewed vision and value statements is a cornerstone of how they are being developed. The intent was to shape statements that employees themselves say they are able to connect with.

“The vision and values are really all about what we believe in as a larger public service,” says Hicks. “They are about who we are, how we provide services and do our work, and how we treat each other.”

“We share a responsibility for making them a part of our day-to-day work and that means revisiting them and regularly thinking about what we are doing to make them come alive.”

The process of developing renewed vision and value statements began with a meeting in October 2005 that brought together ministry human resource directors and deputy ministers. Common themes that this group felt would be appropriate to include in the vision and value statements were then taken to a cross-government meeting of executive committees in December 2005.

Providing all members of the public service with opportunities to help renew the vision and values began earlier this year when draft ideas were brought to employee focus groups across the province. Focus groups were held in Edmonton, Calgary, Red Deer, Lethbridge, Peace River, and Lac La Biche. The focus groups were followed by a survey, where all provincial government employees were invited to share their thoughts about the new vision and value statements.

Hicks says the renewed vision and values are intended to be an individual and organizational foundation for members of the public service.

“When the Premier offered me this position about a year and a half ago, he stressed that revitalizing the public service was one of his priorities. I believe one of the ways we can do that is by confirming our commitment to living our vision and values,” says Hicks.

“I want to thank public service employees for their participation in developing the renewed vision and values,” he concludes.