

## **SHARED VISION / SHARED VALUES**

### **MESSAGE FROM RON HICKS, DEPUTY MINISTER OF EXECUTIVE COUNCIL**

I would like to take this opportunity to speak about the theme for this edition of *connexus* – the important work underway to develop and implement a renewed vision and values for the Alberta Public Service.

I am very proud of the members of our public service team. Every one of our employees plays an important part in delivering high-quality programs and services and supporting the government in achieving goals in areas that are priorities for Albertans.

Sometimes we get so immersed in our work that we forget to reflect on the importance of having a shared understanding of where we are headed and how we go about getting there – our vision and values.

Having a shared vision provides us with a clear picture of the kind of organization we want to become and challenges us to create that organization by working together.

Having common values confirms what we as a group believe are important behaviours to practice in our interactions with clients, stakeholders, and each other.

Employees were invited to share their thoughts and ideas on the vision and values themes earlier this year. Between the focus groups and the employee survey, we received direct input from almost 4,000 employees.

It was exciting to see how strongly employees agreed on themes for our vision and values. The fact that there was such agreement gives us confidence that we have come up with a vision and values that will be meaningful to all employees.

The four values that employees agreed were important in how we work as a public service team – respect, accountability, integrity, and excellence – are intended to guide the conduct and decisions of all employees, regardless of the ministry they work in.

While it is satisfying to have our renewed vision and values in place, their introduction is just the beginning. Successfully bringing the vision and values to life will take commitment, dedication, and participation from each and every member of the public service.

Managers have a critical role to play in helping make this happen. As leaders, we are responsible for modeling the way and creating an environment where employees can make practising the values and achieving the vision part of their day-to-day work.

A wide range of resources have been developed to help managers with this work. In addition to items to help raise awareness of the vision and values, a handbook for managers and supervisors with tips on incorporating the vision and values

into administrative and management practices has also been put together.  
The handbook and other resources are at [www.pao.gov.ab.ca/apsvisionandvalues](http://www.pao.gov.ab.ca/apsvisionandvalues).

Introducing and implementing the vision and values is about continuous improvement and making a great organization even better.

I encourage you to join me in making the living of our renewed vision and values part of the way we work so that we reinforce the personal pride our employees have in what it means to be a part of the “Alberta Public Service: Proudly working together to build a stronger province for current and future generations.”