What does “leadership at all levels” mean?

It means that EVERYONE can and should show leadership by:

1. **Looking beyond** your team and department. Seeing how your work impacts others. Asking how you can better serve your internal and external customers. For example, do your customers want to fill out paperwork online instead of coming into your office?

2. **Taking ownership** of team/dept/organizational problems. Don’t punt off a problem as someone else’s. Challenging procedures and processes and policies that are not consistent with our vision, mission, and values. For example, if there a policy in place that hampers innovation, consider how the policy might be revised to instead encourage innovation.

3. **Thinking about the future** by considering what is going on outside of your immediate world and how it might impact your work. Thinking about what your competitors are doing. This might be the private sector or another locality. For example, how might the County’s aging population impact your work?

4. **Linking with others** to address cross-departmental issues. Learning what challenges other teams and departments are facing and thinking about how you might be able to help. For example, ask yourself if you are being a “steward of the whole” versus “owner of the piece”?

5. **Staying on the “cutting edge”** professionally and personally. For example, have you job shadowed someone in another department? Called another locality to find out what they are doing? Attended a conference on a new idea?

**Food for Thought**

*How will YOU live our vision? How will YOU show leadership?*