


## Rethink to Thrive Result

**We will focus on becoming a future-ready and resilient organization, where employees are adaptable and agile, and able to anticipate and respond to the evolving needs of our city, residents, businesses, and employees.**

### Refined Rethink to Thrive



**Leadership & Direction**



**Employee Engagement**

2024 - 2026    The work of 2023 lays the foundation to build upon.

### Focus in 2023



**Role Clarity**  
We build a better understanding of how we each fit into decision-making



**Supporting Leaders**  
We grow leaders through focused, intentional development opportunities


#### Advance three streams of work

**Service Governance**




Transition of services to the new governance model.

**Cross-corporate Committees**



New framework for establishing key cross-corporate committees.

**Leadership tools and skills**



Support building higher performing and engaged teams across the organization.

### Work in 2023

How we do this work weaves and fosters **psychological safety & trust** (through practices and processes)

