

Background

Context

As a government organization, The City of Calgary needs to remain nimble and agile to respond to changes in the external environment. Calgary continues to experience uncertainty due to changes in the local, national and global economies, as well as shocks and stresses, such as the COVID-19 pandemic. In addition, changes in demographics and citizen expectations, such as recent demonstrations for equity and inclusion, require new ways of thinking about City service delivery. These compounding external changes result in shifting Council priorities and direction, making it increasingly difficult for Administration to respond quickly and effectively. City Administration requires focus and a new way of thinking to be able to pivot quickly, be flexible and innovative while remaining resilient, safe (physically and psychologically) and committed to a greater vision. The Rethink to Thrive Strategy is intended to help provide focus to Administration and outline how we will work together to support the delivery of the City Manager goals and Council's direction.

Previous Council Direction Timeline

October 7, 2019



Moving Forward, My Vision as City Manager (C2019-1287)

That with respect to Verbal Report C2019-1287, the following be adopted: That Council receive the verbal report and presentation for the Corporate Record

February 3, 2020



City Manager Performance Development Plan (C2020-0184)

That with respect to Verbal Report C2020-0184, the following be adopted:

That Council direct:

1. That the closed meeting discussion remain confidential pursuant to Section 17 (Disclosure harmful to personal privacy) of the Freedom of Information and Protection of Privacy Act.
2. That Six Goals and Objectives of the City Manager as set out in the 2020 Performance Development Plan (dated 3 February 2020) be approved.
3. That the City Manager present in public his 2020 Performance Development Plan (dated 3 February 2020).
4. That the document titled "City Manager 2020 Performance Goals dated 3 February 2020" be immediately released to the public.

Bylaws, Regulations, Council Policies

None