



CITY OF CALGARY
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CITY CLERK'S OFFICE



Calgary

Corporate Culture

Vision: *A great place to make a living, a great place to make a life*

Values:

Individual
responsibility

Collective
accountability

Behaviors:

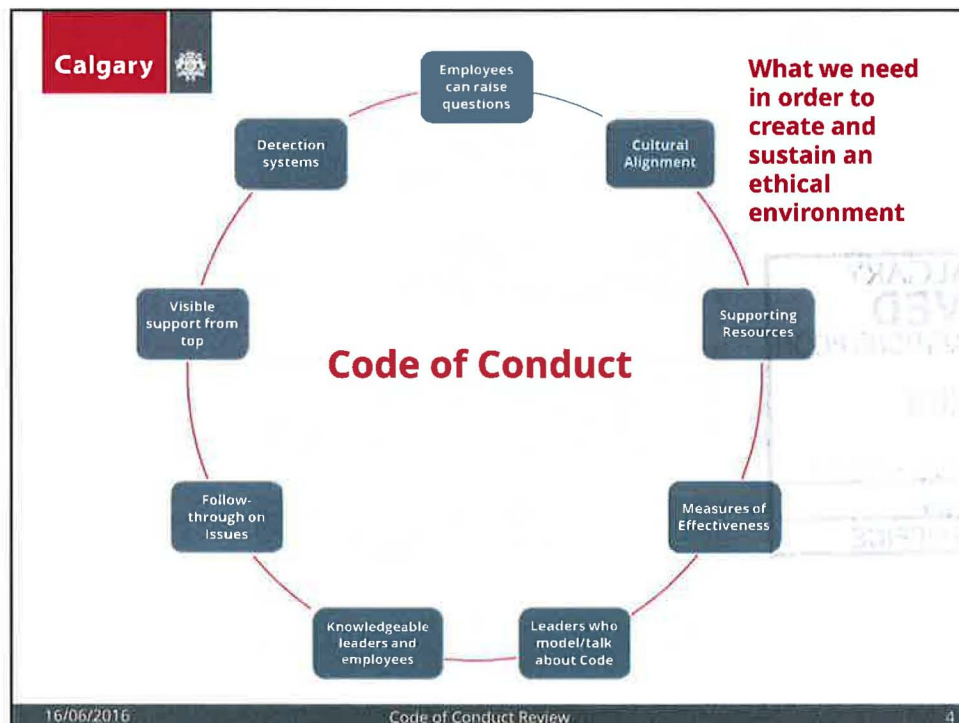
SERVING WITH CHARACTER
WE BEHAVE THE RIGHT WAY

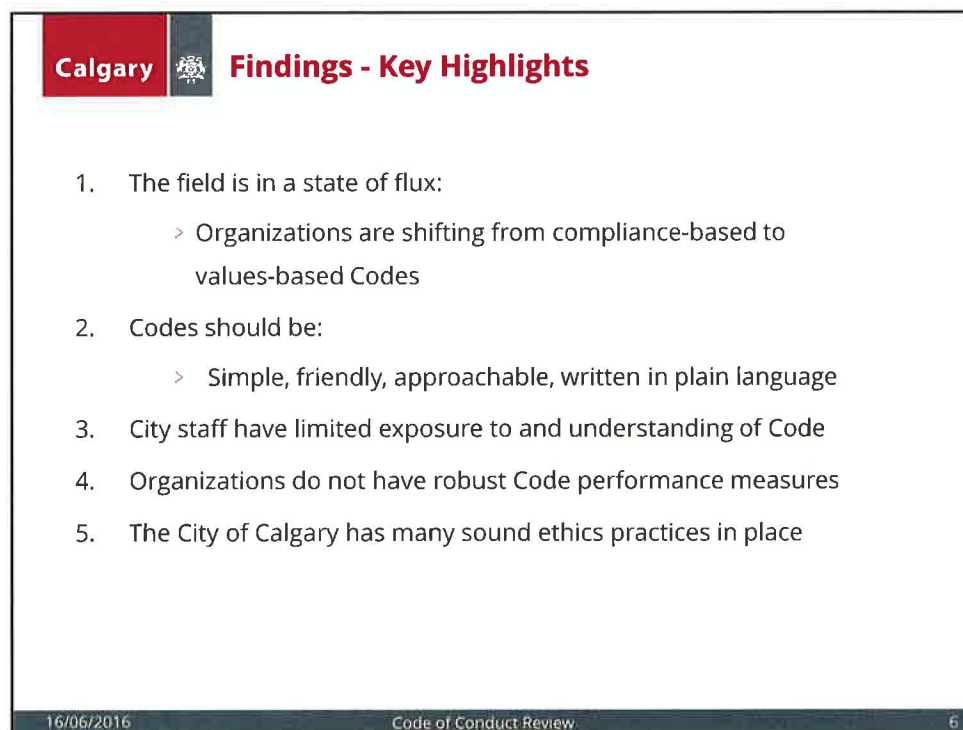
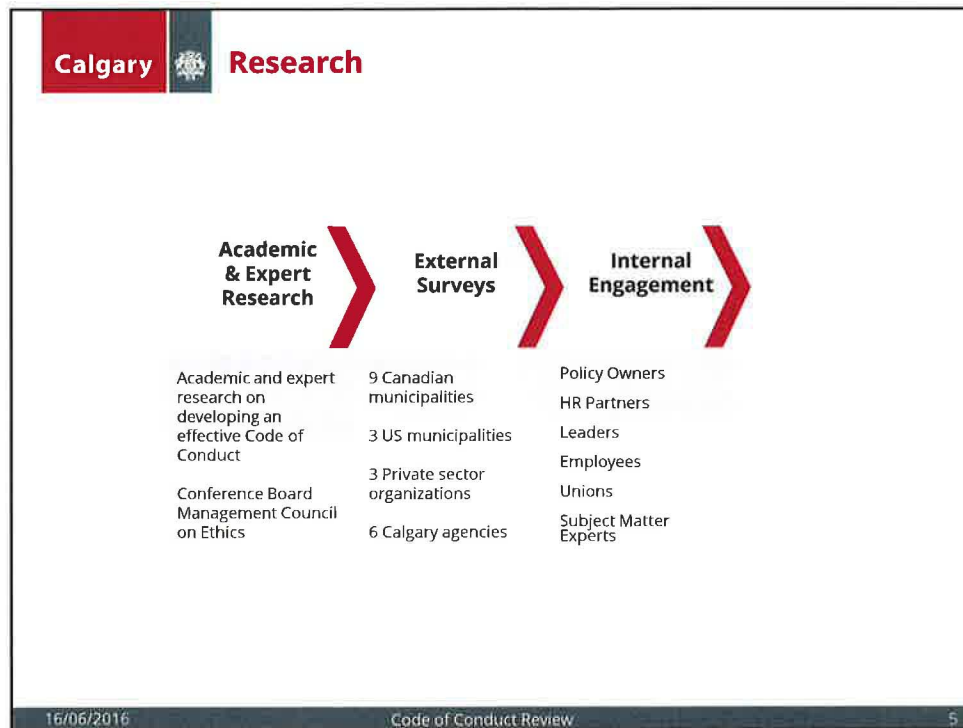
SERVING WITH COMMITMENT
WE ARE DEDICATED TO THE GREATER PUBLIC GOOD


SERVING WITH COMPETENCE
WE DO THE RIGHT THINGS THE RIGHT WAY

SERVING WITH COLLABORATION
WE WORK TOGETHER FOR A COMMON PURPOSE

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Sign-Off & Training

Findings	Conclusions
<ul style="list-style-type: none"> • Not aligned with values; raises questions of trust • The City can create policy • Sign-off not required for compliance • Produces administrative burden • Creates potential union-management issues • Use of sign-off is mixed among those surveyed: <ul style="list-style-type: none"> ▪ 10/16 use some form of sign-off ▪ 70% sign-off once, at time of hire • Indications use of sign-off changing 	<ul style="list-style-type: none"> • Administration to review training strategy for tracked, Code of Conduct training (possibly required) for employees and leaders

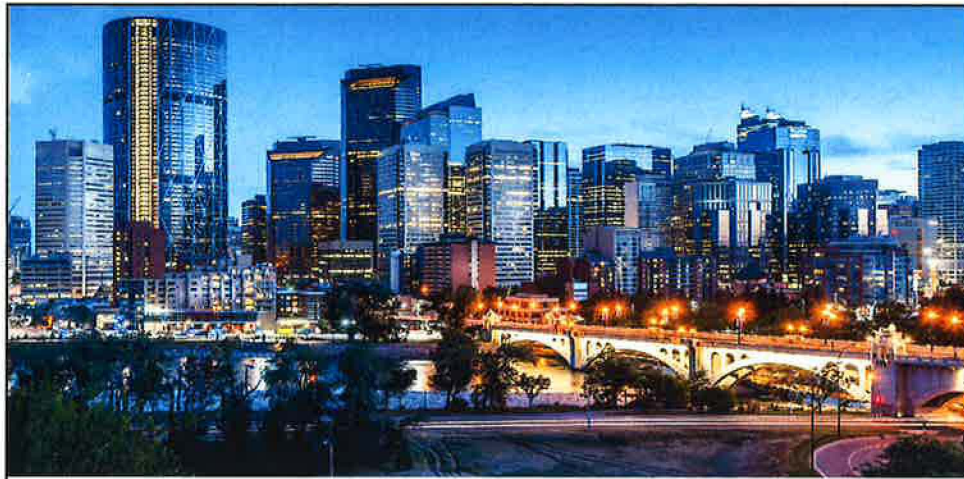
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Measurement

Actions Taken	Conclusions
<ul style="list-style-type: none"> • Developed Code measures using Results Based Accountability • Identified existing Corporate Employee Survey measures and added Code related questions 	<ul style="list-style-type: none"> • Administration to review use of single system to report and track investigations for all Code related policies (excluding FOIP, Environment, and OH&S)

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Questions?