

# Leadership Philosophy

- **Mission Accomplishment**

- Our first priority is to produce results. We will seek to provide effective and efficient government services for the residents of the City of Tomah and key stakeholders. As professional public servants we will place the mission at the top of our priority list and seek to build a reputation as an organization that gets the job done regardless of the circumstances.

- **Collaborative and Team-based Culture**

- No one succeeds on their own, and our ability to accomplish the mission is directly tied to our ability to work together as a team to solve complex problems. Together, we will create and maintain a culture that attracts and retains high quality people to work for the City. A healthy and sustainable workplace environment is not a nice to have, it is a need to have and what the employees of the City deserve. Respect is a two-way street, and we will strive to set the example for mutual respect and teamwork.

- **Discipline**

- Discipline is the consistent adherence to a process. This consistent adherence to a process, or “doing things the right way, for the right reason, at the right time,” provides us with the ability to achieve success and accomplish the mission when unforeseen challenges are thrown our way. Discipline helps to build common understanding and implicit communication, which fosters initiative. Initiative breeds success. Through discipline we will achieve the goals and objectives of the governing body. A key tool that will help us maintain discipline is an “Operations Rhythm” that includes regularly scheduled meetings and deliverables.

- **Professionalism**

- As public administration professionals we will seek to master our craft. We must not become “prisoners of our experience” and assume there is nothing left for us to learn. Through self-study, membership in professional associations, and mentorship programs we will commit to always being students of our profession. Each of us should seek to build a reputation as a lifelong learner and consummate teacher. Professionalism also means adhering to a code of ethics and industry-specific standards for quality of work.

