

Foundation	Strategic Objectives and Organization Mid Range Goals				Vision			
<p>Our Mission</p> <p>Lethbridge County delivers effective and efficient services through empowered employees and good leadership throughout the organization.</p> <p>Our Core Values</p> <p>We value:</p> <ul style="list-style-type: none"> Our Citizens Our Staff Accountability Agriculture Managed Growth 	<p>Strong Relationships Within the Region</p> <table border="1"> <tr> <td data-bbox="423 401 699 863"> <p>1 We recognize the regional value that the airport provides but will not use tax dollars to subsidize the airport operations</p> <p>1.1 We will engage a study to assess options if a sustained operational deficit is contemplated</p> <p>1.2 We will ensure expansion of the airport addresses our downside risk and the development of airport lands</p> <p>1.3 We will pursue sustainable development on the airport lands</p> </td> <td data-bbox="699 401 976 863"> <p>2 We recognize the benefits of a regional approach with regard to the interest of the County</p> <p>2.1 Arrange a meeting with the City (Council and senior management) to discuss issues of joint interest</p> <p>2.2 Explore stormwater solutions with Coaldale</p> <p>2.3 We will ensure that as we set up access to water for commercial purposes we have appropriate disposal capacity</p> </td> <td data-bbox="976 401 1252 863"> <p>3 We need to create access for services for industrial growth</p> <p>3.1 Actively engage with the City of Lethbridge on regional industrial growth</p> <p>3.2 Investigate wastewater options both within our boundaries and with our neighbours</p> <p>3.3 Investigate water treatment options both within our boundaries and with our neighbours</p> <p>3.4 We will work with the water cooperatives to provide potable water on request to those that demonstrate an interest</p> </td> </tr> </table>				<p>1 We recognize the regional value that the airport provides but will not use tax dollars to subsidize the airport operations</p> <p>1.1 We will engage a study to assess options if a sustained operational deficit is contemplated</p> <p>1.2 We will ensure expansion of the airport addresses our downside risk and the development of airport lands</p> <p>1.3 We will pursue sustainable development on the airport lands</p>	<p>2 We recognize the benefits of a regional approach with regard to the interest of the County</p> <p>2.1 Arrange a meeting with the City (Council and senior management) to discuss issues of joint interest</p> <p>2.2 Explore stormwater solutions with Coaldale</p> <p>2.3 We will ensure that as we set up access to water for commercial purposes we have appropriate disposal capacity</p>	<p>3 We need to create access for services for industrial growth</p> <p>3.1 Actively engage with the City of Lethbridge on regional industrial growth</p> <p>3.2 Investigate wastewater options both within our boundaries and with our neighbours</p> <p>3.3 Investigate water treatment options both within our boundaries and with our neighbours</p> <p>3.4 We will work with the water cooperatives to provide potable water on request to those that demonstrate an interest</p>	<p>What our Organization will look like</p> <p>Lethbridge County is an innovative and prosperous community offering quality country living.</p>
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<p>Implementation</p> <p>How we make strategy a habit</p> <p>Building on the process developed in 2012, Lethbridge County continues to focus on objectives that have strategic impact on the County as a whole, as opposed to identifying activities for each department. As the strategy gets rolled out through the organization, individual departments will identify activities that support these strategic objectives.</p> <p>Much of the ongoing day to day work of running the County is captured in operational planning as opposed to strategic planning, which does not imply it is less important, only that it doesn't require the focus and attention of the County Council.</p>								
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<p>Unique Community Advantages</p> <p>What we do best</p> <p>Lethbridge County is unique in the diversity of its agricultural opportunities, with dairy, grain and oilseed industry, and livestock. The County connects a number of communities geographically as well as through its ownership and operation of the Lethbridge Airport. Our residents have strong spirit and values and represent the resilience of our region. We focus on being well managed.</p>								
<p>Organization-Wide Strategies</p> <p>How we will get there</p> <ul style="list-style-type: none"> We are proactive in creating industrial growth and economic development opportunities in our County We value and invest in our regional relationships We ensure a high quality of living for our residents through managed growth and our focus on infrastructure We focus on strong management and good governance 								

Good Governance and Management Excellence

<p>11 We understand and value the importance of our roads system to our community</p> <p>11.1 We will attempt to secure a long term source of gravel to maintain the County roads</p> <p>11.2 We will develop a sustainable model for our roads system</p>	<p>12 We will explore options around the disparity between revenue and costs related to heavy road users</p> <p>12.1 Convert Haul Route Policy into a Bylaw.</p> <p>12.2 Focus on ensuring heavy road users understand the impact of their behavior/use on the quality and cost of roads</p> <p>12.3 Ensure that citizens understand the challenges of the current funding/cost balance</p> <p>12.4 Fully utilize existing enforcement measures to ensure compliance with existing rules and laws</p>	<p>13 We value our employees and want the County to be viewed as an excellent place to work</p> <p>13.1 Ensure our human resources practices and processes are well managed</p> <p>13.2 Develop a succession plan identifying both potential key vacancies and staff professional development</p> <p>13.3 We recognize the value of staying competitive and will review our salary and benefits every three years</p> <p>13.4 Develop and implement organization wide performance management</p>	<p>14 We will communicate the County's role as "Pride of the Region" inside and outside the organization</p> <p>14.1 We will improve our County branding and communication</p> <p>14.2 We will work with our employees to ensure they serve the County as the "pride of the region"</p>	<p>15 We will focus on a high level of accountability in all we do</p> <p>15.1 We will deliver our Municipal Services in a cost effective and efficient manner</p>
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