



**Building a Resilient, Effective Organization**

# Building a Resilient, Effective Organization:

## *Clarity of Purpose*

### **WHY WE EXIST**

#### **OUR MISSION**

The City of Durango and our employees provide efficient city services, effectively maintain city assets and manage growth, are accountable, ethical and fiscally responsible, and collaborate with regional partners to improve the quality of life for our entire community.

### **WHAT WE ASPIRE TO BE**

#### **OUR VISION**

Durango is an authentic, diverse, multigenerational, and thriving community. Our residents value and enjoy our unique natural environment and benefit from the management of our city's resources in a fiscally responsible, environmental, and socially sustainable manner.

# Building a Resilient, Effective Organization:

## *Clarity of Purpose*



# Building a Resilient, Effective Organization: *Excellence*

**Customer Satisfaction & Service**

**+**

**Workforce Engagement**

**+**

**Achieving Strategic Objectives**

**=**

***Organizational Excellence***

# Building a Resilient, Effective Organization: *Leadership*

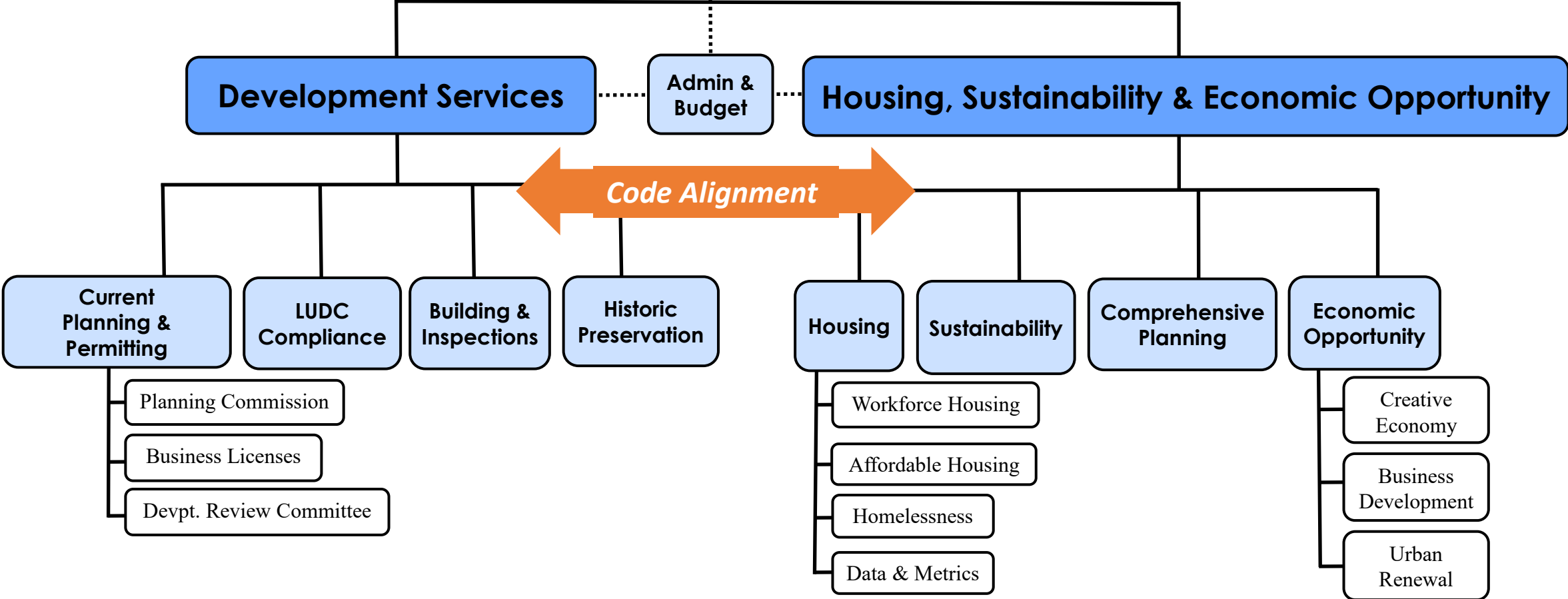
## **12 Attributes Guiding Staff Development**

- Ownership/Accountability
- Adaptability/Agility/Flexibility
- Results & Purpose Driven
- Curiosity & Innovation
- Resilience
- Calculated Risk Taking
- Engagement
- Feedback
- Empathy
- Critical Thinking
- Positivity
- Ethical

# Building a Resilient, Effective Organization: *Priorities & Focus*



## Community Development Department





# Poll Questions



Building a Resilient Organization



# Poll Questions

**1. What is the number one issue threatening quality of life, prosperity and viability of the Durango community and surrounding region?**

- Natural Resource Constraints (land, water, etc.)
- Climate Disruptions
- Population Growth
- Lack of Housing
- Lack of Job Opportunities
- Other \_\_\_\_\_

**2. What do you think would have the biggest impact on addressing housing affordability and availability in Durango?**

- Extend infrastructure to serve more developable land
- Buy and preserve existing housing units through deed restrictions
- Disincentivize second home ownership
- Streamline review process and reduce/waive fees for new housing development
- Require any new housing development (rentals and for sale) to develop affordable units
- Other \_\_\_\_\_

**3. What is Durango's and the surrounding region's most pressing resilience challenge?**

- Aging Infrastructure
- Climate disruptions and natural disasters
- Water availability
- Economic diversity and jobs
- Other \_\_\_\_\_

**4. Would you be interested in attending a future GBR or other forum containing more details and opportunities to provide input on the City's efforts to address affordability and resiliency?**

- Yes
- No
- Unsure