

CITY OF WESTMINSTER ROADMAP TO A PROACTIVE FUTURE:

HISTORY, PROCESS, AND FORWARD-LOOKING PLANS

KEY GOALS OF REDESIGN

What is the redesign?

Encouraging innovative thinking within our organization and establishing new roles to ensure we continue to provide exceptional services and programs.

What led us to the redesign?

Analysis of more than four years of activities, research, and key events has provided insight into current and future challenges.

What does the redesign mean for the future of Westminster?

We are aligning our resources to be nimble and best meet the current and future needs of our community.

THE FOUNDATIONS OF WESTMINSTER



SPIRIT

The growth of Westminster has always been guided by the values of service, pride, integrity, responsibility, innovation, and teamwork. These values are the fabric of the City today, and into the future.



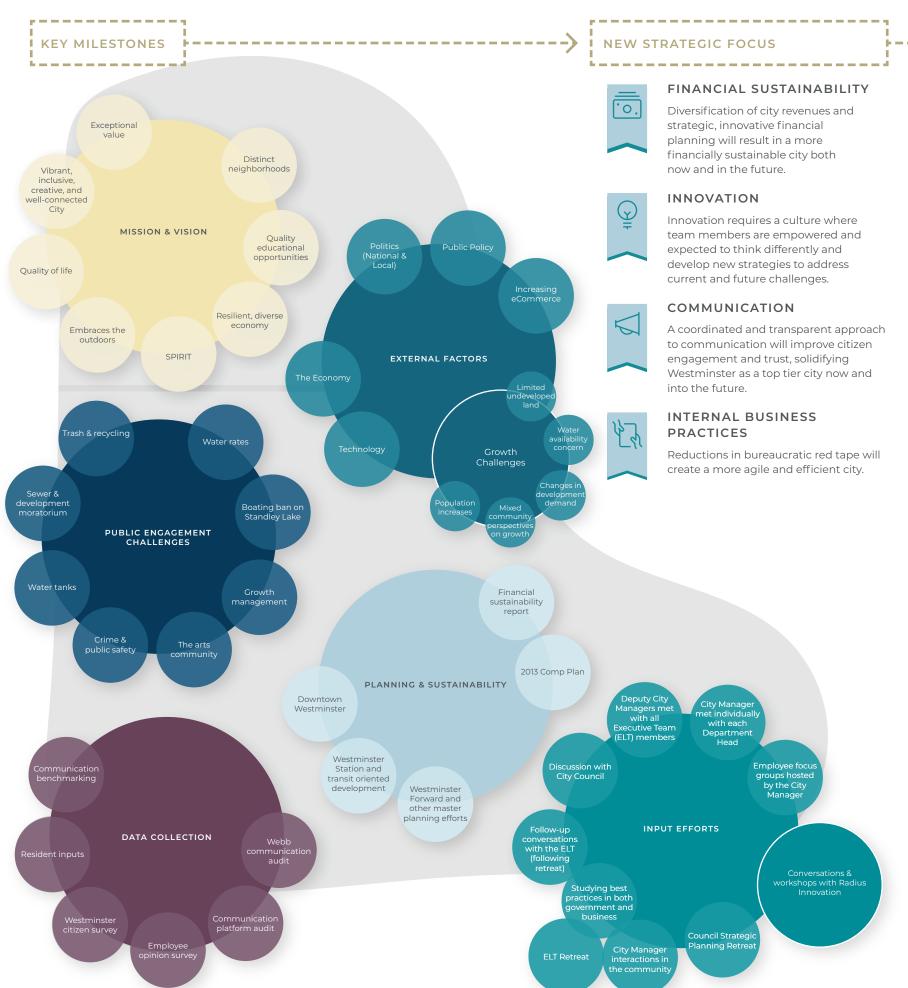
COURAGE

Westminster is a city of courageous leadership and curiosity. From vast open spaces to the response to the Mother's March, to innovative transportation options and attractive space to live, work, and play, the City's commitment to brave innovation remains a cornerstone in its development.



COMMITMENT TO EMPLOYEES

The City's employees have been the cornerstone to the growth of Westminster. Employees have guided decisions of innovation, development, spending, investment, and opportunity. The City is invested in its employees through training and wellness programs, compensation and benefits initiatives, and an overall commitment to its workforce.



THE FUTURE: **PROACTIVE, NOT REACTIVE**



& RE-INVESTMENT

ORGANIZATIONAL PLANNING

INFRASTRUCTURE PLANNING

CONTROLLED & PURPOSEFUL GROWTH

SENSE OF PRIDE & PURPOSE WITHIN COMMUNITY

INNOVATIVE SOLUTIONS

COMMITMENT TO SPIRIT VALUES

STRONG NEIGHBORHOODS

'--→ Made possible by the City of Westminster workforce

WHAT DOES THIS MEAN TO ME?

As leaders in the organization, we look to you as the front lines of change. Use this roadmap as a tool to share details about the new organizational structure — as well as how we got here — with your team. And, above all, encourage a culture where everyone feels able and empowered to ask questions and challenge the status quo. Together, we are creating and guiding the future of the City of Westminster.

Access resources and follow the progress at:

COWNET.CITYOFWESTMINSTER.US/ OURWORKPLACE/PROACTIVEFUTURE