Organizational Redesign

IMPACTS OF COVID-19
Organizational Redesign

I. Why an organizational redesign?

II. What advised the plan?

III. The Westminster experience

IV. An early assessment

V. How the redesign has played into the City’s response to COVID-19?
Why an organizational redesign?
What advised the plan?

- Workforce Survey
- Workforce Focus Groups
- Webb Strategic Audit
- Executive Leadership Team Retreat
- Deep Dive with Radius Innovation
Organizational Chart

- Hired third Deputy City Manager/Chief Financial Officer
- Created Innovation Team and merged with Communications
- Added a Policy and Budget Department
- Aligned Departments by Deputy City Manager
An early assessment

The Future: PROACTIVE NOT REACTIVE

Revenue Diversification
Organizational Planning
Infrastructure Planning & Reinvestment
Commitment to SPIRIT Values
Controlled & Purposeful Growth
Sense of Pride & Purpose Within Community
Innovative Solutions
Strong Neighborhoods

Made Possible by the City of Westminster Workforce
How the redesign has played into the City’s response to COVID-19?
THANK YOU