



COLORADO  
MUNICIPAL  
LEAGUE

# 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?

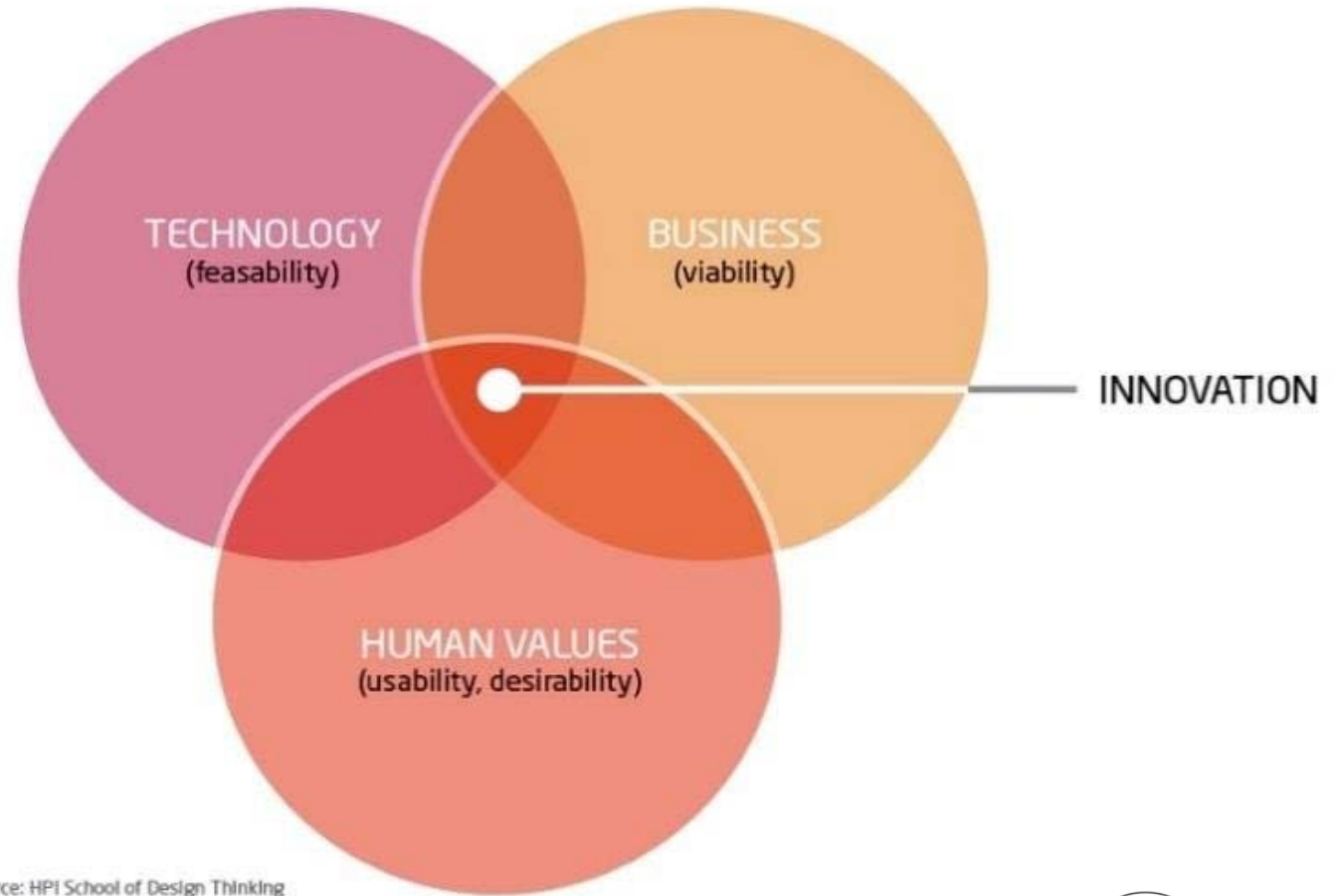
---



COLORADO  
MUNICIPAL  
LEAGUE

# What advised the plan?

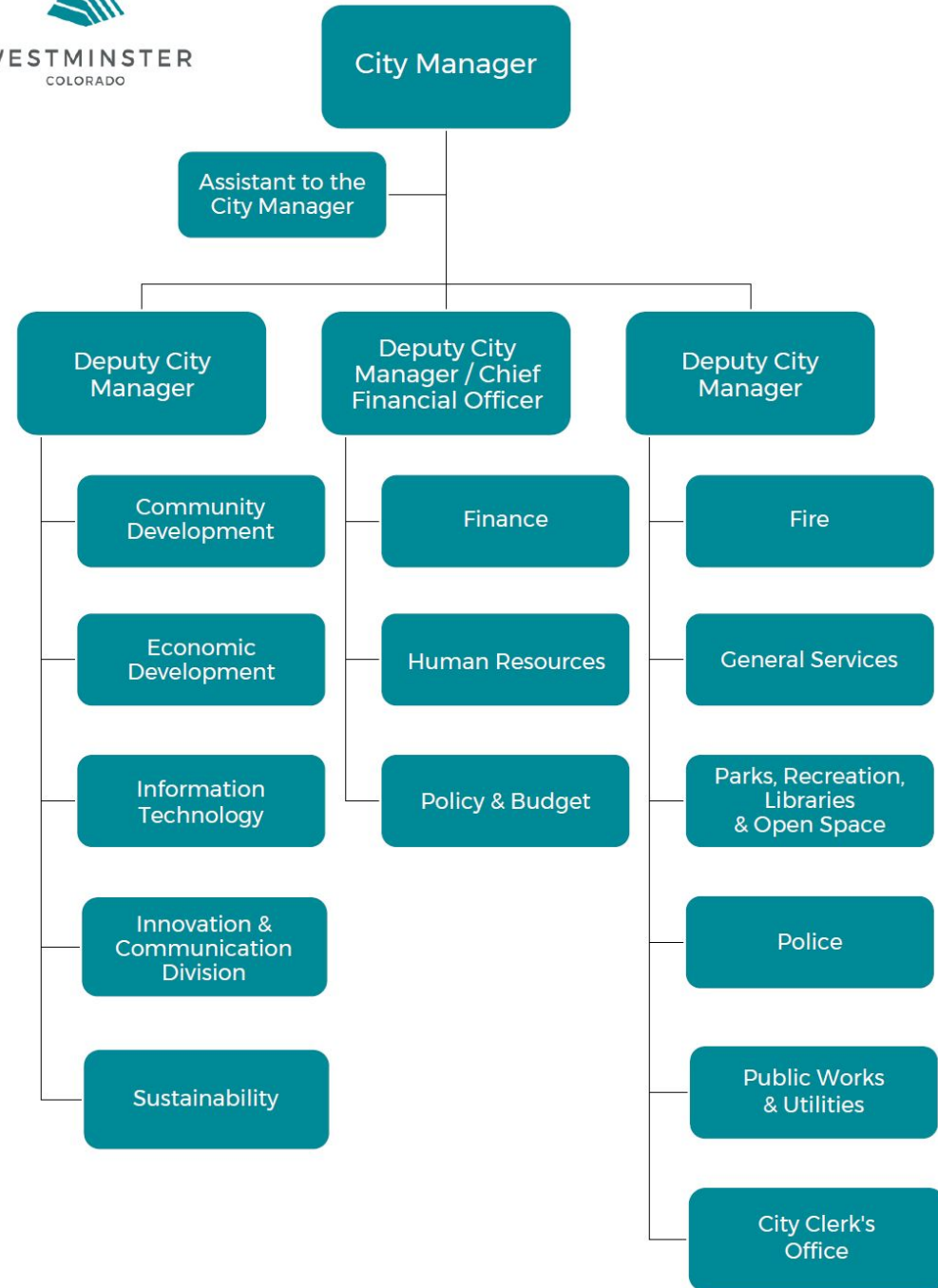
- Workforce Survey
- Workforce Focus Groups
- Webb Strategic Audit
- Executive Leadership Team Retreat
- Deep Dive with Radius Innovation



COLORADO  
MUNICIPAL  
LEAGUE

# 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



COLORADO  
MUNICIPAL  
LEAGUE



**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**

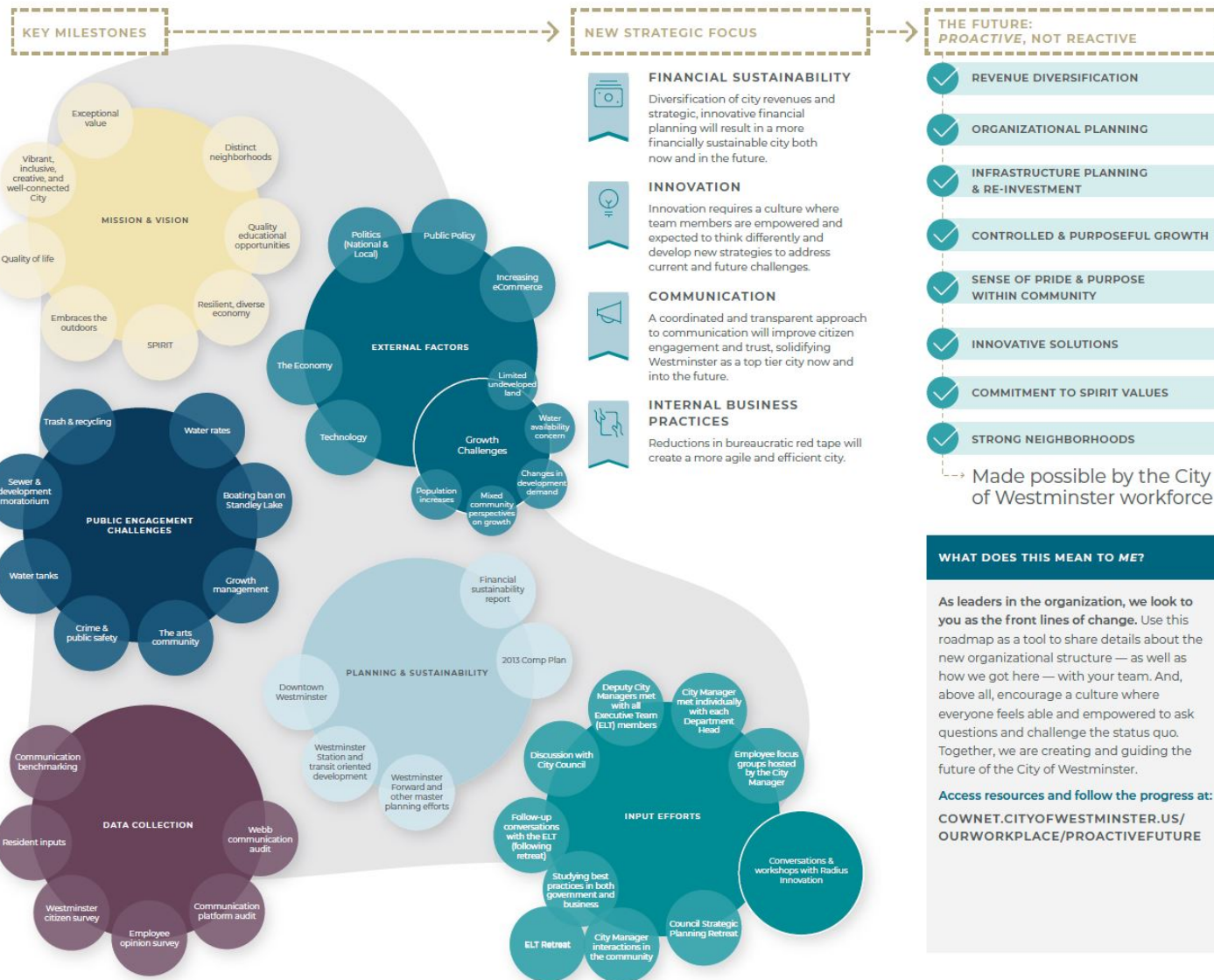
The growth of Westminster has always been guided by the values of service, pride, integrity, responsibility, innovation, and teamwork. These values are the fabric of the City today, and into the future.


**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.


**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](https://cownet.cityofwestminster.us/ourworkplace/proactivefuture)



COLORADO  
 MUNICIPAL  
 LEAGUE

# An early assessment

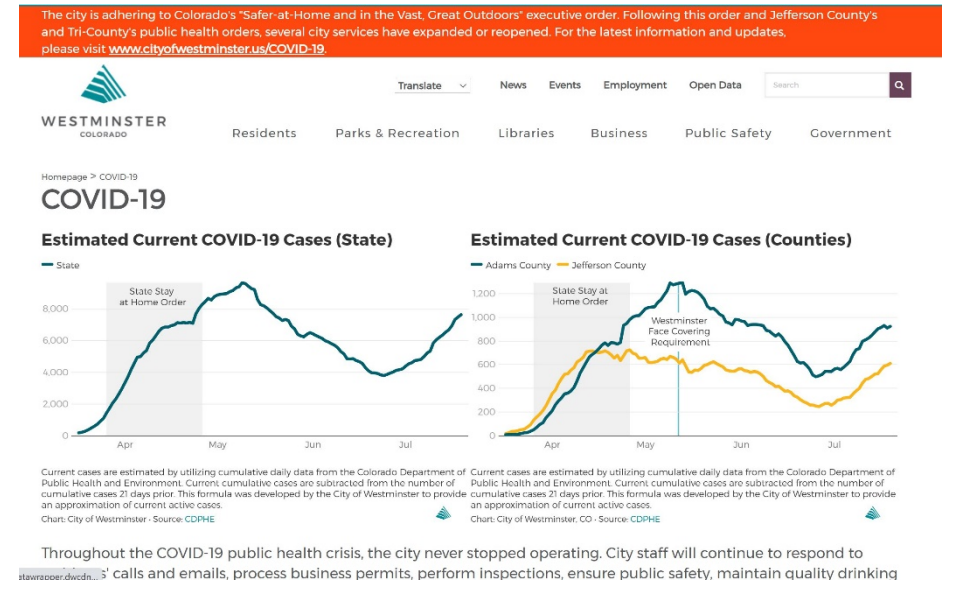
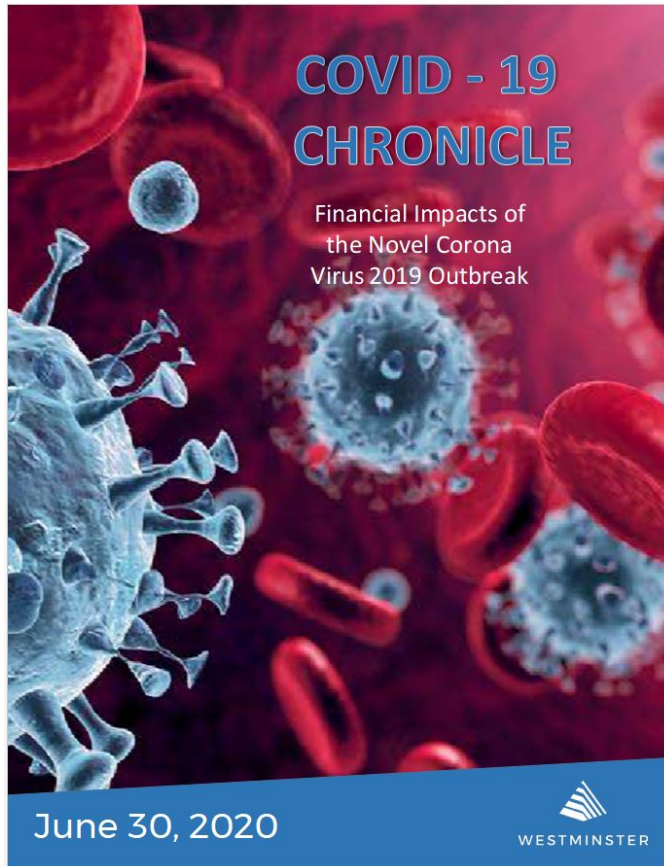
---



COLORADO  
MUNICIPAL  
LEAGUE



# How the redesign has played into the City's response to COVID-19?







THANK YOU



COLORADO  
MUNICIPAL  
LEAGUE