
what's up doc?



by Dr. Mary Livers

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Dear Colleagues:

We've talked about our mission and vision, and my hope that every one of us sees them not just as words on a paper, but as living, dynamic statements that describe how we go about our daily business, why we come to work every day, and what we strive to be as an agency.

I also want to share with you a set of expectations we call Guiding Principles, that set forth the beliefs and values that we as individual employees and as an agency hope to live and work by. (Not a bad idea to incorporate them into our personal lives as well.) If each one of us makes up our mind to adopt these principles and make them an integral part of who and what we are, OJJ will become an exemplary 21st century state agency that values excellence, each other, our youth, stakeholders and partners, and always does the right thing.

Guiding Principles:

Honesty	To be honest; do everything with integrity.
Achievement	To be outcome-oriented in achieving results consistent with our mission.
Versatility	To value, promote and support diversity and cultural competence.
Ethical	To be ethical; to do the right thing, both legally and morally.
Focused	To be focused on empowering people to succeed.
Accountable	To be accountable for the effective and efficient management of resources.
Informed	To be informed and guided in our decisions by appropriate and valid data.
Team Work	To be an effective and efficient team of professionals.
Harmonious	To be inclusive – involve all parties, both external and internal, who need to be part of the process.

HAVE FAITH: TOGETHER WE HELP CHANGE LIVES.

The guiding principles were developed by our executive staff, and Policy Planner Diana Williamson created the acrostic "Have Faith."

We are responsible for our work culture. If we live by these principles, it will help us to create the kind of culture in the workplace that we can all be proud of.

Let me hear from you – I'd like to get your reaction. I look forward to talking with you again next week. As always, thanks for all you do, every day.

Sincerely,

"Doc"

Dr. Mary Livers

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