CORE COMPONENTS

Our Vision

Our Values

Our Purpose

Our Strategies and Outcomes

WHAT WE BELIEVE

WHY WE EXIST

HOW WE SEE THE FUTURE

WHERE WE WILL FOCUS

HOW EVERYONE BENEFITS

DEFINITION
<table>
<thead>
<tr>
<th>OUR VALUES</th>
<th>WHAT WE BELIVE IN</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>VALUES</strong></td>
<td><strong>BEHAVIORS</strong></td>
</tr>
<tr>
<td>RESPECT</td>
<td>• Appreciate diverse cultures and life experiences of everyone&lt;br&gt;• Be attentive and give thoughtful responses&lt;br&gt;• Talk with people, not about them</td>
</tr>
<tr>
<td>OPEN TO ALL</td>
<td><strong>OUTCOMES</strong></td>
</tr>
<tr>
<td>INTEGRITY</td>
<td>• Be honest with yourself and others&lt;br&gt;• Be true to your word&lt;br&gt;• Maintain the highest professional ethics</td>
</tr>
<tr>
<td>DO WHAT’S RIGHT</td>
<td>= People feel valued</td>
</tr>
<tr>
<td>INSPIRATION</td>
<td>• Imagine what’s possible&lt;br&gt;• Innovate and embrace change&lt;br&gt;• Be exceptional for our customers and each other</td>
</tr>
<tr>
<td>ALWAYS IMPROVING</td>
<td>= We are trusted</td>
</tr>
<tr>
<td></td>
<td>= Timeless value</td>
</tr>
</tbody>
</table>
OUR PURPOSE
WHY WE EXIST

To INSPIRE reading
SHARE resources, and
CONNECT people.
“A THRIVING COMMUNITY WHERE WISDOM PREVAILS.”
OUR STRATEGIES AND OUTCOMES
WHERE WE FOCUS AND HOW PEOPLE BENEFIT

TO EXTERNAL AUDIENCES:

STATEGIC FOCUS

YOUNG MINDS
Encourage learning and growth

MY LIBRARY
Anticipate changing customer needs

LIFE SKILLS
Identify challenges and provide opportunities

INVESTMENTS

Ready for Kindergarten
• Ready for K Boot Camps
• Ready for K Spaces

Third Grade Reading
• Reading Buddies
• Summer Reading Challenge

High School Graduation
• Homework Help Centers
• YouMedia
• Developmental Assets

My Way
• columbuslibrary.org
• Meeting Rooms
• Author/Civic Events
• Services to Seniors
• Computers

My Content
• High Interest, Popular Collections
• Local Digital Collections

Prepared to Work
• Basic Computer Skills
• Teen Internships
• Resume Help

Prepared for Life
• GED
• ESOL
• Adult Basic Learning

OUTCOMES

A foundation for a successful life

A library that works for me

A community that reaches its potential
OUR STRATEGIES AND OUTCOMES
WHERE WE FOCUS AND HOW PEOPLE BENEFIT

TO INTERNAL AUDIENCES:

STRATEGIC FOCUS

OUR PEOPLE
Grow our Team

OUR PARTNERS
Engage the Community

OUR WORK
Strengthen Operations

INVESTMENTS

Recruit Top Talent
Staff Training
Customer First
Succession Planning
Leadership Academy
Leadership Class
PS Director Orientation
Leadership Columbus
Milestone Recognition
Tuition Reimbursement
Volunteers
Staff Relations Committee
Employee Resource Groups
CML Foundation
Friends of the Library
Central Library Consortium
Higher Education
Nonprofits
Schools
Governments
Donors
Vendors
Annual Department Goals & Objectives
Risk Assessment
Convert Analog to Digital
LEAN

OUTCOMES

Maximum Potential

Maximum Impact

Maximum Effectiveness