PURPOSE.
VISION.
STRATEGY.
CORE COMPONENTS

Our Vision

Our Purpose

Our Values

Our Strategies and Outcomes

DEFINITION

WHAT WE BELIEVE

WHAT WE EXIST

HOW WE SEE THE FUTURE

WHERE WE WILL FOCUS

HOW EVERYONE BENEFITS
OUR VALUES

RESPECT
OPEN TO ALL

INTEGRITY
DO WHAT’S RIGHT

INSPIRATION
ALWAYS IMPROVING

VALUES

BEHAVIORS

• Appreciate diverse cultures and life experiences of everyone
• Be attentive and give thoughtful responses
• Talk with people, not about them

• Be honest with yourself and others
• Be true to your word
• Maintain the highest professional ethics

• Imagine what’s possible
• Innovate and embrace change
• Be exceptional for our customers and each other

OUTCOMES

People feel valued

We are trusted

Timeless value
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 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

**OUTCOMES**

= Maximum Potential

- CML Foundation
- Friends of the Library
- Central Library Consortium
- Higher Education

- Nonprofits
- Schools
- Governments
- Donors
- Vendors

= Maximum Impact

- Annual Department Goals & Objectives
- Risk Assessment
- Convert Analog to Digital
- LEAN

= Maximum Effectiveness