



STRATEGIC *Plan*

NAME: _____

EMAIL: _____

DEPARTMENT: _____

5¼ in. x 8 in.
16 Pages

Cabarrus County
North Carolina, USA



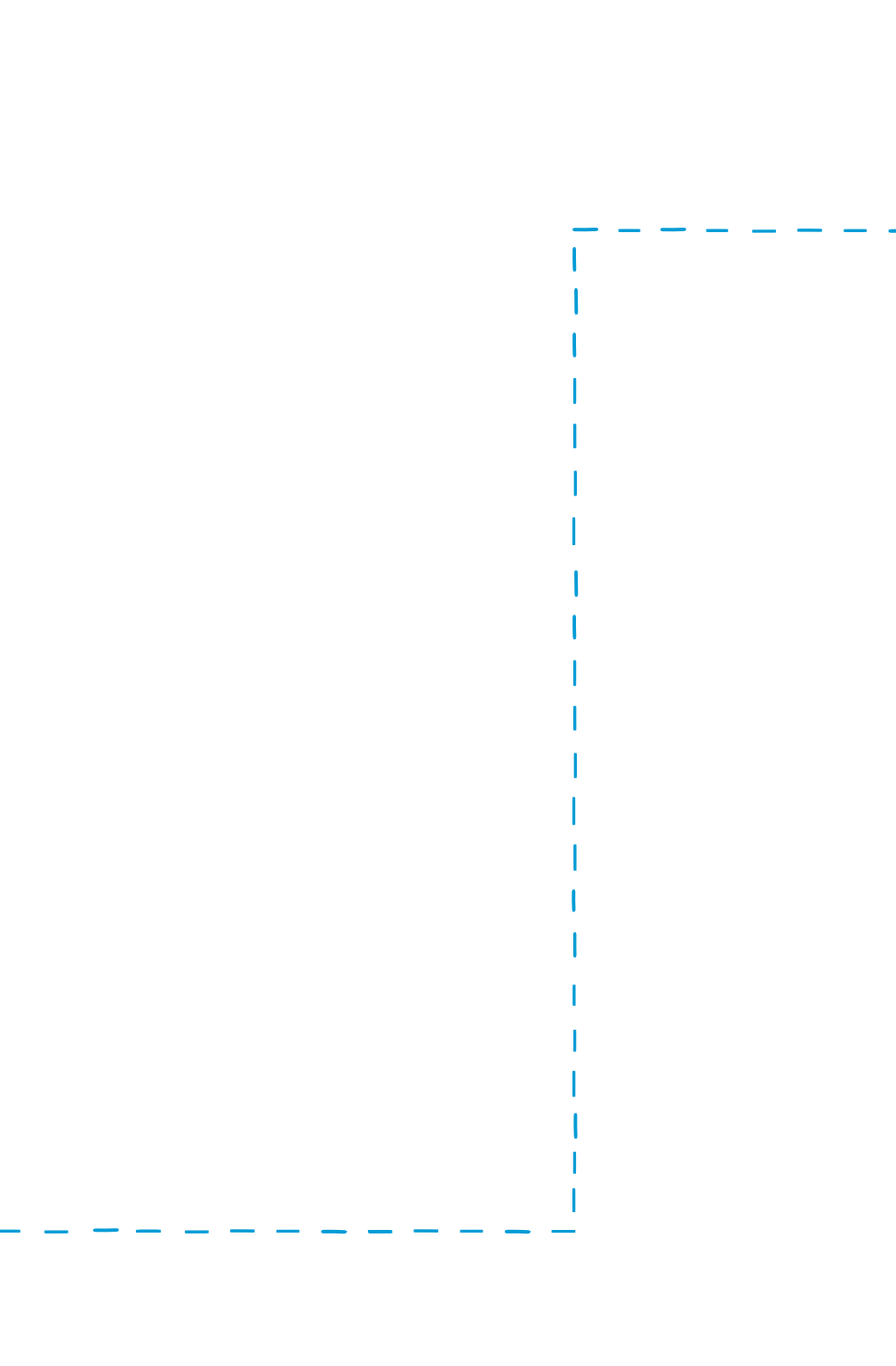
CABARRUS COUNTY
America Thrives Here



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CABARRUS COUNTY'S NEW ERA IS HERE. REDISCOVER WHAT MATTERS MOST.

This initiative began with conversations that signaled a renewed appreciation for your contributions to the community. Then, you helped compose a plan informed by a deep understanding of our organization and the needs of our residents.

This strategy challenges us to act intentionally and decisively as we enhance our workplace, improve processes and align our efforts to five focus areas. It stretches the value of tax dollars, grants and service fees that support the evolving needs of our fast-growing community. It calls on meaningful partnerships that expand opportunity so more residents know about, engage with and benefit from our services. It solidifies our commitment to delivering quality work while holding us accountable for fulfilling state-assigned responsibilities, including local education, safety, economic and physical development, health and human services, environmental protection, culture and recreation.

Join us in lifting the strategy. Doing so will ensure that all who live, visit and do business in Cabarrus County have the opportunity to thrive — no matter where they are in their journey.



OUR VISION

“A **vision statement** allows others to learn about the organization and shows where we are and where we are headed. It provides inspiration and a place to share dreams and goals.”

Justin Brines

EMS DEPUTY CHIEF OF ADMINISTRATION

— Cabarrus County strives to:

EMPOWER
our People

ACT
Intentionally & Decisively

FOCUS
on the Future



OUR MISSION

“Often, we lose sight of our direction because everyday tasks cloud our view. A **mission statement** connects tasks to larger goals and allows everyone to work from the same objective.”

Jonathan Weaver
COMMUNICATIONS & OUTREACH DIRECTOR

----- Through
meaningful partnerships
and engagement,

we serve & support all

on their journey to thrive.

OUR VALUES

TEAMWORK

RESPECT

COMMUNICATION

INTEGRITY

ACCOUNTABILITY

“Cabarrus County team members live out core values in the work we do in the community. They serve as the guiding principles for how we work each and every day.”

Ashley Dobbins
HR STRATEGY MANAGER

— — — — We work together to build a stronger organization. Everyone contributes skills, knowledge and efforts to achieve common goals.

— — — — We value each other. We treat and expect to be treated with respect to shape healthy relationships, foster cooperation, learn and create a welcoming environment.

— — — — We practice clear, accurate and timely communication to support connection, understanding and trust. We involve the right people and remove communication barriers to improve outcomes.

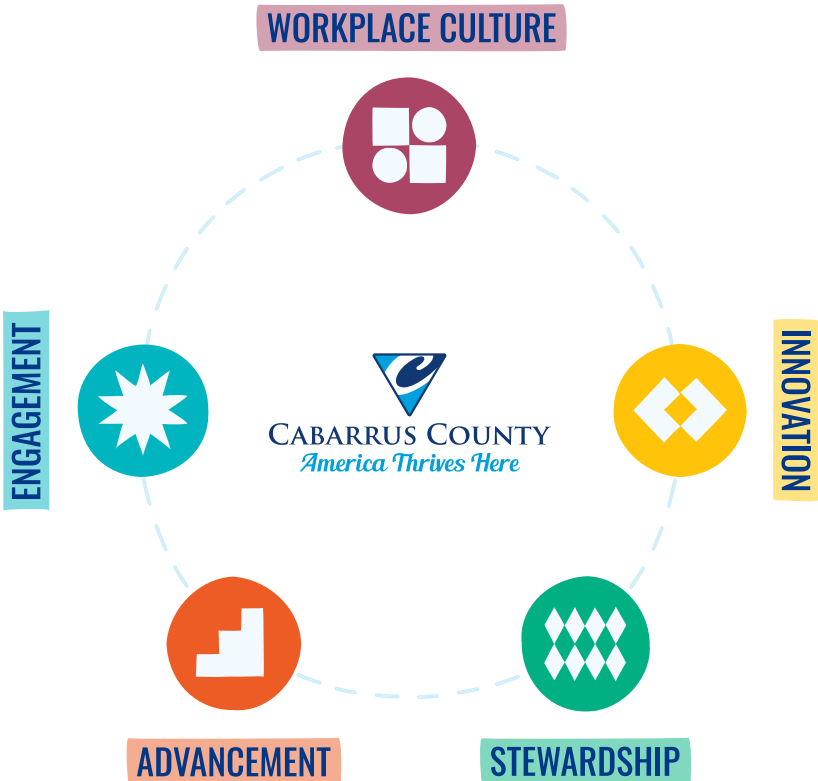
— — — — We demonstrate integrity by always upholding the organization’s ethical and professional standards. We are dependable and work to establish credibility through honest, transparent actions.

— — — — We are accountable to ourselves, our team and our community. We are willing to have crucial conversations and pursue opportunities for improvement. We directly address issues, learn from our experiences and respond with professionalism.

OUR GOALS

“In our jobs, we help people get to a better space. Sometimes it’s better physically, and sometimes it’s better emotionally. Every goal we have is for the betterment of this community.”

Tracy LeCompte
COOPERATIVE EXTENSION DIRECTOR





WORKPLACE CULTURE

Support employees through shared actions, values and culture to deliver exceptional service and become an employer of choice.

- Invest in and foster opportunities for consistent employee support, development and advancement.
- Enhance the County's employee recognition efforts by honoring growth, contributions, achievements and dedication to the organization.
- Build strong, supportive teams by developing an organizational framework that helps employees recognize their strengths, address their weaknesses and adapt to changes for the benefit of the entire team.
- Offer employees greater access to information and opportunities to collaborate.



ENGAGEMENT

Strengthen community ties to increase understanding, participation and trust.

- Improve the value of information, resources and opportunities we offer the community.
- Design and implement purposeful relationship-building activities to elevate the County's presence within the community.
- Develop new approaches to manage customer requests and establish standards to ensure positive customer experiences.



INNOVATION

Modernize County government to meet current and future needs, improve efficiency and raise the level of accountability.

- Measure and report progress made toward the county's strategic and business plans to drive internal performance and accountability.
- Develop guidelines to assess and adjust ordinances, policies and procedures for relevance and efficiency.
- Create opportunities for employee involvement in the decision-making process and practice responsive leadership.



ADVANCEMENT

Create pathways for upward economic mobility to support a prosperous and sustainable future for our community.

- Connect residents to the full range of County programs and services available to them.
- Support efforts to diversify and strengthen the local economy.
- Grow internal and external partnerships to accomplish shared goals for prioritized needs.
- Align workforce capacity to strategic priorities, population growth and service demand.



STEWARDSHIP

Responsibly manage resources and care for assets to support the interests of our community.

- Sustain responsible financial practices, uphold mandated responsibilities and meet evolving needs.
- Promote and support the maximum efficiency, durability, safety functionality and sustainability of County assets.
- Partner to safeguard natural and historic resources.

LIFTING THE STRATEGY: WE ALL PLAY A ROLE

Thank you for your interest in the strategy and our continued success. Here are a few ways you can participate in the challenging and exciting work that lies ahead:

- Work to understand how the strategy can work for you, every day.
- Discover how your work fits into the strategy.
- Get involved. Make your voice heard.
- Try new things.
- Hold yourself and others accountable.
- Ask for opportunities to learn and develop.
- Live the values.

Follow our progress and see how the strategy impacts the important decisions our staff and elected five-member Board of Commissioners (BOC) face.

The journey continues at
intranet.cabarruscounty.us/strategicplan

CONNECT WITH CABARRUS

WATCH COUNTY BOC MEETINGS:

Online or in person (Gov Center)
on the first and third Monday of
each month

FOLLOW: @CabarrusCounty
(Facebook, Instagram, X)

VISIT: www.cabarruscounty.us

WATCH CABCO TV:

YouTube @CabarrusCounty or
Spectrum Cable Channel 22

READ: the DirectConnect
employee newsletter

CALL: Management at
704-920-2100

REFLECTION QUESTIONS:

Submit your answers at intranet.cabarruscounty.us/strategicplan.
Visit often to share thoughts, learn about opportunities and play games.

WHY IS IT IMPORTANT THAT WE EACH COMMIT TO THIS STRATEGY?

**HOW DO YOU PLAN TO INCORPORATE OUR NEW VALUES OF TEAMWORK,
COMMUNICATION, RESPECT, INTEGRITY AND ACCOUNTABILITY?**

HOW DOES THE STRATEGY GUIDE ALLOCATION AND USE OF COUNTY RESOURCES?

WHO'S YOUR PARTNER IN MOVING THE STRATEGY FORWARD?

**IT'S FIVE YEARS FROM NOW AND WE'VE STAYED ALIGNED TO THE STRATEGY.
HOW IS YOUR WORK LIFE DIFFERENT?**



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