

## **Kelley Moore's Leadership Philosophy - Leading Through Change**

Municipalities in Canada are at a crucial point in time – on the precipice of incredible change and momentum – quickly advancing to become the economic engine of Canada.

Cities hold 80% of our population in Canada and it is growing. Urbanization and immigration are impacting our city sizes and as a result, there are growing expectations of service and support. Gone are the days where cities primarily focused on water and sewer services, roads, garbage pick up and snow ploughing. Increasingly cities are being asked to address the shortage of public transit options, affordable housing, infrastructure deficits, economic development and growth, increasing immigration, sustainable development and social issues. Citizens are expecting more options and better service. Mayors and councils are being asked to make decisions on subjects that were not traditionally addressed by municipal governments, stretching the current model of governance.

This takes a new type of leader – one that is prepared to welcome a future full of rapid change, global communication, technological advance, diversity of perspectives and flexible service delivery – without sacrificing the quality of life necessities of today.

*Leaders of the 21<sup>st</sup> century are indeed different than those from the past.*

They need to be able to quickly mobilize short term expert teams from different parts of the world to address emerging issues while still being able to build longer term teams that develop and implement adaptive strategies.

They need to be able to work with other cities to advocate for stronger finances and resources from provincial and federal governments given their fundamental role in economic and social development.

They need to be well connected to a network of resources around the world so that best practices can be researched and built upon. They need to be able to connect quickly when necessary and built trusting relationships in short periods of time.

They need to be able to listen and observe when the noise of information threatens to muddy thinking, and then be able to distil the crucial elements for discussion and decision making.

They need to be able to work with multiple groups of people and their needs in a collaborative and respectful way – not pitting one group against another.

They need to be authentic, transparent, genuine and respectful. When they lead, others must believe in their leadership and not be afraid to question the decisions or direction.

They must reflect their leadership in their daily life, demonstrating their authenticity.

They must be able to make tough decisions in such a way that those affected by the decision are included and part of the outcome.

They need to be able to value and support the development of the teams they lead, helping them find their place and their passion and then asking them for their best work.



They need to be connected to the people they serve – hierarchical management has no place in the future. Our world requires collaboration.

They must be able to see opportunities and possibilities and continually look for ways to reframe thinking, stay relevant, and reinvent processes. Innovation is no longer a task they perform or set up a department for – it is who they are.

They also need to stay focused during change – strategies must be flexible but focused on providing better, more relevant, more customized service.

Our world is rapidly emerging – we are global, diverse, technologically savvy, collaborative, independent and interdependent, navigating between the industrial model of the past and the technology and knowledge based model of the future.

We need a leader equipped to traverse and embrace this inevitable change with purpose and vision. Someone who is uniquely prepared to lead us with focus, confidence and connection.

Kelley Moore is that person.

For more information or to discuss this further with Kelley please contact: Campaign Manager Sara Wheelwright or Campaign Coordinator Haven Rees | 306-291-5303 or 291-4449.

***Don't hope for change. Vote for change! Vote Moore on October 26, 2016***

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