

One Team, with One Focus...As



THE ONE IRVINE FRAMEWORK

We strive to be different from other cities!

- ★ We are One Team that exists to serve our community in the continual pursuit of a City that offers an exceptional quality of life.
- ★ We have One Focus...to differentiate ourselves by maintaining an intense focus on establishing Irvine as a learning organization that will serve as an incubative launching pad for people, ideas, programs, and careers.



THE IMPORTANCE OF ORGANIZATIONAL CULTURE & FIT IN IRVINE

- ★ The leadership team at the City has spent time working to articulate the kind of organizational culture that we want to create in Irvine.
- ★ Internally, we use the phrase One Irvine to articulate how we've organized our purpose and our values as an organization.

In Irvine, we have worked to develop a workplace culture built around the premise that people are the most important foundational element that will drive long-term success for our community. To further that objective, we have spent time identifying explicitly that we expect members of our team to embrace a team-oriented model, as defined through our **One Irvine** values framework.

HUMILITY

Consistently put the needs of the team ahead of individual self-interest.



INNOVATION

Ensure process discipline, while also embracing a continuous improvement philosophy.

EMPATHY

Include everyone by respecting, listening, helping, and appreciating others.

PASSION

Show initiative and courage while staying enthusiastic about our people and work.

INTEGRITY

Communicate candidly, work hard, and hold ourselves accountable for our role in the delivery of results.

