

RESOLUTION 55

A RESOLUTION OF THE GOVERNING BOARD OF NORCOM, PROCLAMATION OF THE WEEK OF JANUARY 14-18, 2013 AS “NORCOM C.A.R.E.S. WEEK”

WHEREAS: NORCOM undertook its first Employee Survey in April, 2012; and

WHEREAS: As a result of the Employee Survey, an Action Plan was prepared and presented to the NORCOM Governing Board in June, 2012 at their regular meeting; and

WHEREAS: The development of employee-based Cultural Values was deemed of top priority; and

WHEREAS: A special Cross Team was formed consisting of NORCOM staff representative of each business unit and rank within NORCOM for the purpose of establishing a set of core, cultural values which were subsequently presented to all NORCOM employees for a vote; and

WHEREAS: The attached cultural values are intended to guide workplace behavior and relationships by and between all employees of NORCOM to create a healthy and cooperative work environment; and

WHEREAS: These values augment those mission-related values established upon NORCOM's inception in July of 2009; and

WHEREAS: During October the Joint Operations and Governing Boards were briefed on the collaborative manner by which the new cultural values were formed and decided, which in and of itself, demonstrates the strong desire of staff to adopt a set of values that will guide interpersonal relationships; and

WHEREAS: These 5 cultural values – “C.A.R.E.S.” – represent Cooperative, Accountable, Respectful, Excellent, and, Supportive, each of which having been fully defined to provide for an objective means to hold each other accountable to live by on a daily basis; and

WHEREAS: A Logo, representing the acronym CARES, has been designed and is now used on select NORCOM trinkets such as lunch bags and water bottles; and

WHEREAS: A short video has been created in-house that depicts the purpose and meaning of the cultural values, utilizing several NORCOM staff interviews which will be shown to all NORCOM staff during the week of January 14 to 18 (NORCOM CARES Week); and.

WHEREAS: The most recent recruit academy, CRA 12, began January 7, 2013, and the video was incorporated into the indoctrination of all academy recruits during their initial administrative week which video will become a permanent part of all recruit academy training; .

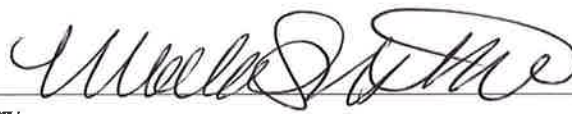
NOW THEREFORE, BE IT RESOLVED: We the NORCOM Governing Board proclaim the week of January 14 to January 18, 2013 as "NORCOM CARES Week".

Passed by majority vote of the Governing Board in open meeting on this 11th day of January, 2013.

Signed in authentication thereof this 11th day of January, 2013.



Chair

Attest: 

Secretary