

Leadership Descriptors

Leadership of Pierce County Library System is responsible for:

- **Excellence:** Creates a customer-focused environment that insures delivering excellent service to every customer
- **Collaboration:** Values and fosters teamwork and respects the importance of everyone's role in the Library's success
- **Continuous Improvement:** Fosters an environment where we continually learn, seek improvement, takes risks and accept and learn from failure
- **Communication:** Communicates and shares knowledge effectively and proactively, and expects two-way discussion, and listens to understand
- **Innovation:** Encourages and supports innovation and creativity
- **Empowerment:** Empowers decision making and action at the appropriate level and minimizes top down control and gate keeping
- **Build Talent:** Coaches and mentors others and develops leadership and contribution at all levels
- **Initiative:** Encourages and supports initiative in problem solving and organizational improvement