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