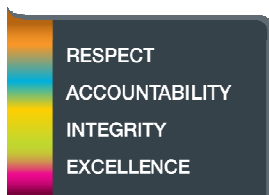


# The Alberta Public Service

## Proudly Working Together: Our Focus for the Future

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2012–2032



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### ALBERTA'S PUBLIC SERVICE

Proudly working together to build a stronger  
province for current and future generations



## The Need for Action

The Alberta Government plays an important role for the people of Alberta in achieving the vision of “an innovative and prosperous province where Albertans enjoy a high quality of life built on a healthy environment, a competitive economy, and vibrant communities”. In achieving this vision, the Alberta Public Service (APS) has a responsibility to take action in response to an evolving world.

This responsibility rests with our people. The demands on Alberta Public Service employees are greater than ever:

- Growing expectations from Albertans and from the political level increases the complexity of our work and changes what work is being done and how it is being done.
- Technology is redefining both how and where our work is done.
- Workforce demographic trends within Alberta, nationally, and internationally will continue to impact the supply of labour.
- The advantage for organizations in the competition for talent will be directly linked to the level of engagement of its employees.
- Accountability to maintain sustainable programs and services for Albertans through fiscal stability.

What does our workplace of the future look like?

- The important work the public service in carrying out government direction will continue to exist, but how we get that work done will be different.
- Our workplace will be more complex and competitive, requiring the utilization of collective intelligence and integrated systems thinking.
- It will be a place of constant and accelerating change where agility and effective communication will be key to our success.
- Engagement with the community and stakeholders will be a priority.

What does this mean for the future of the APS?

- Knowledge and co-creation of innovative solutions through collaboration will be a hallmark of how we work.
- Leadership will continue to drive culture and diversity will be our foundation. We will support each other and learn from our experiences, continuously improving how we work and what we do.
- We will be connected to our stakeholders, interconnected and part of the global community with virtual teams and communities of practice being the norm.
- Communication and information management skills will be essential to our relationship with Albertans.



It is important that we demonstrate to Albertans that the public service is not only responsive to their needs, but that we are positioned to move Alberta forward through high quality, innovative policy advice, programs and services.

We as leaders are committed to and tasked with creating our future that is described by the following four outcomes:

- We Make a Difference in the Lives of Albertans
- We Work with Purpose and Pride
- We Achieve through Innovation and Collaboration
- This is a Great Place to Work

These four outcomes form the platform for change to occur and comprise the strategic workforce vision – Our Focus for the Future.

## **Guiding Framework**

This strategic vision sets the stage for workplace evolution. It provides the guidance for creating, refining, and in some cases, transforming both how we gain the skills, knowledge and experiences within the APS but also how we work.

The APS has a long standing history as a national and international leader in the public service. We see this as an opportunity for refinement and focus.

In order to ensure we continue to position the APS for the future, a guiding framework and long term strategic vision is needed.

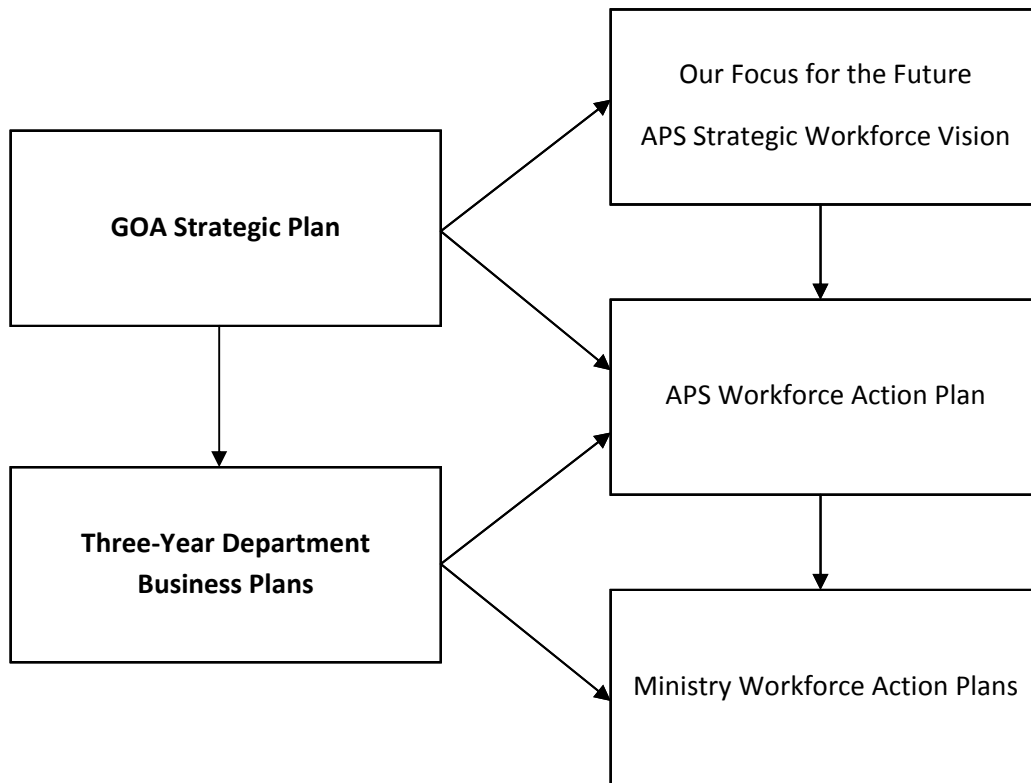
The outcomes defined in the strategic vision support the Government of Alberta Strategic Plan. We understand the government's vision for the future and envision a workplace with the people, culture, and processes that will allow that vision to become a reality. This vision provides a common focus for creating a workplace where we will continue our proud tradition of developing and delivering high-quality programs and services for Albertans.

This strategic workforce vision serves as the starting point for this evolution. The goals of the document are:

- To ensure greater alignment between the objectives of the Government of Alberta and the workforce plan for the employees of the Government of Alberta.
- To create a long term framework for evolution of the APS through the identification of visionary outcomes ensuring that why we work, what we do, how we work, and who we work with, corresponds to the changing world of work.



An annual APS Workforce Action Plan will be created to align specific actions with this strategic direction.



## Visionary Outcomes

The vision of the Alberta Public Service is: Proudly working together to build a stronger province for current and future generations. The APS is a leader in all aspects of its business, and lives its values of respect, accountability, integrity and excellence in all its work. This vision and the values are the foundation of our work and effort in meeting the needs of Albertans and provide us clear direction on what the public service is striving to achieve.

Achieving our vision requires organizational transformation that will move our workforce forward for the next 20 years in the right direction. It means recognizing *where* we need to evolve and grow. The articulation of this is through our four visionary outcomes. These outcomes address the questions of why we work, what we do, how we work and who we are. Clarity in these four areas provides the platform for change to occur.

These outcomes are written in the language of our employees when asked in 20 years what does the Alberta Public Service look like. These outcomes are:

### **We Make a Difference in the Lives of Albertans**

We strive for excellence in our policy advice, programs, services and approach to serving Albertans. We are adaptive and responsive to evolving and increasingly complex needs. We engage the community to understand those needs. We do our work efficiently to make a difference.

### **We Work with Purpose and Pride**

We know what we are here to do. We are passionate about our work and committed to our purpose. We are focused on achieving our individual and department goals and the goals of government. We deliver on our promise. We are proud of the meaningful work we do as Alberta public service employees.

### **We Achieve Through Innovation and Collaboration**

We thrive in an environment of innovation and change, embracing collaboration and taking risks to continuously evolve and achieve our goals. We develop and maintain quality relationships, partnerships, and networks. We build on each other's knowledge and skills to create results that are greater than those that can be achieved by a single effort. We understand that being innovative requires a willingness to take risks. We support trying new approaches and view the results as opportunities for organizational learning.

### **This is a Great Place to Work**

We have a healthy workplace in which we feel valued, supported, and empowered. This is a place where people want to work and we are sought out as an employer. We are creative, self-



actualizing, self-starting, reflective and accountable. Each day, we come to work engaged and ready to help Alberta move forward.

## **A Bright Future**

Government has a vision. To get there, the APS must evolve, because we're the people—and the organization—that will do the work. Our Focus for the Future is based on our knowledge about what the future of work looks like, and it gives us a destination so we can ensure that we have the workforce necessary to achieve the government's goals.

***This document was developed by a sub-team of the Human Resources Director's Council.***

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