



Leaders at the Core of Better Communities

2010 Annual Awards Program

Professional Awards Nomination Form

Deadline for Nominations: March 12, 2010

Complete this form (sections 1, 2, and 3 as applicable) and submit with your descriptive narrative.

SECTION 1: Information About the Nominee

Professional Award Category (*select only one*):

- ☒ Award for Career Excellence in Honor of Mark E. Keane
- ☐ Award for Career Development in Memory of L. P. Cookingham
- ☐ Assistant Excellence in Leadership Award in Memory of Buford M. Watson, Jr.
- ☐ Academic Award in Memory of Stephen B. Sweeney

Name of person being nominated: Grant MCRadu

Title of Nominee: Chief Administrative Officer

Jurisdiction/organization where nominee is employed: West Vancouver

SECTION 2: Information About the Nominator/Primary Contact

Name of contact: Brent Leigh

Title: Deputy CAO

Jurisdiction: West Vancouver

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SECTION 3 Endorsement of Elected Official *(for Award for Career Excellence in Honor of Mark E. Keane nominations only)* or **CAO** *(for Assistant Excellence in Leadership Nominations only)*

Signature of
endorsing elected
official or CAO:



Name of endorsing
elected official or
CAO:

Mayor Pamela Goldsmith-Jones

Title:

Mayor

Jurisdiction:

Street address:

Same as above

City:

State/Province:

Zip/Postal Code:

Country:

Telephone:

Fax:

E-mail:



THE CORPORATION OF THE
DISTRICT OF WEST VANCOUVER
OFFICE OF THE MAYOR

March 17, 2010

To Whom it May Concern:

Re: 2010 Award for Career Excellence in Honor of Mark E. Keane

I am pleased to provide an endorsement for our Chief Administrative Officer, Mr. Grant McRadu. As the enclosed nomination details, Grant has demonstrated a career of consistent high standards and strategic execution for the communities he has served. In West Vancouver he has led a comprehensive community consultation process to inform our strategic plan, and ensured the successful execution of that plan by attaching its goals to the Balanced Scorecard approach. Under Grant's stewardship we have taken Council's priorities on behalf of the community and linked those to the daily work of the organization. Our budget flows from these priorities, and our staff report biannually on our progress.

Grant works very hard, and is perhaps the most conscientious administrator I have worked with. He takes Council priorities to heart and has conveyed to his staff - through the Balanced Scorecard - that this is where the future of our community lies, and where the professionalism of our staff must be directed. It is both a challenge and a privilege to work alongside such a dedicated professional. On behalf of our Council and the work Grant has done, please consider bestowing upon him, and West Vancouver, this honour.

Sincerely,

Pamela Goldsmith-Jones
Mayor, District of West Vancouver

Award for Career Excellence in Honor of Mark E. Keane

I submit this request to recognize Mr. Grant McRadu for outstanding local government service fostering representative democracy in a host of ways. The following outlines a career of determination to both effect organizational development while driving successful community based programs and developments.

In local government, with changing governance, mandates and focus it takes a unique personality to establish and maintain community goals. For most, it becomes a career marked by compromise rather than clear and scheduled delivery of projects. Mr. McRadu has an uncanny ability to see what needs to be done, align Council and the organization toward these ends - then deliver. Projects like the Tech Center in Parksville, Quest University in Squamish and Ambleside Waterfront redevelopment in West Vancouver stand as testament to his ability.

Grant is currently the Chief Administrative Officer for the District of West Vancouver. He has been involved in municipal management for twenty-seven years; twenty-two as the Chief Administrative Officer, and the following represent some of his accomplishments:

- Advanced transformational organizational and community development initiatives for the Capital Regional District, the City of Parksville, the District of Squamish and now the District of West Vancouver.
- Served as the Vice President of the International City and County Manager's Association (ICMA) and as an executive board member of the Canadian Association of Municipal Administrators (CAMA).
- Taught local government courses at Capilano College and has authored and co-authored articles in both local government and professional journals.
- Participated in the formation of the Local Government Institute located at the University of Victoria and in the formation of the International City Managers Association's University

As a professional, Grant has always focused his energies on improving the competency of municipal government. As a City Manager he has been successful in reaching beyond these organizations' day-to-day operations

and has encouraged the development of cross-functional and collaborative work teams. He has continuously promoted the bringing of entrepreneurial and sustainable business principles into the public realm and has implemented strategic management processes and performance measurements that are dynamic and continuous.

Grant encouraged entrepreneurialism and innovation even before public/private partnering came into vogue. Grant encouraged the City of Parksville to partner with other governments, as well as private industry. The Parksville Civic and Technology Centre, which he was instrumental in creating, has received two national awards for its innovative concept. The success of the project was achieved due to the sound business case he created and because of the openness, transparency and trust he created between staff, the union leadership, Council and the business community, along with the trust and respect forged between the three equity partners.

Grants applied his strong business acumen to the challenges facing the Delta School District. Grant joined Delta at the time when the provincial government radically changed their funding formulas to school districts and Grants innovative style address the challenge through the creation of about destination education and revenue streams in Delta's real estate holdings.

As the Chief Business Officer for the Delta School District, he assumed many of the roles and responsibilities of a City Manager. In Delta, he led a strong team of senior managers. He oversaw the development of three-year business plans that detailed key goals, strategies and performance measures, as well as the necessary human, financial and capital supports to achieve the plan.

At Squamish, Grant relentlessly pursued Quest (then Sea-to-Sky) University to be located in the community, and oversaw the culture/business change both internally and externally to secure its presence in the community. Grant also set in motion the policy framework to bring Squamish into the modern town era that it is now recognized to be working from.

This work has fit well into Grants determined style here at the District of West Vancouver. With a fresh OCP and new Council, Grant identified the imperative of a Strategic plan and the opportunity to address several retirements with a new team to address that plan. Grant aligned Council's desires with the organization, but not just in the three year cycle typical of our industry. He envisioned a Strategic Plan and performance

measurement system that would take the communities long term aspirations and link them to real change on the ground.

The balanced scorecard that tracks 56 strategic initiatives is unique in both what it says and how much Grant has made these accountabilities core to our culture. Where other administrators would let a lot ride, Grant lives the borrowed mantra "good to great".

The dogged determination to get the "right people on the bus" and truly identify what business we are in has produced a team deeply (and clearly) committed to the developments, projects and processes of the Strategic Plan.

Grant's leadership has allowed Council, staff and the community to align with key initiatives now clearly anticipated in our plan. The redevelopment of West Vancouver's commercial waterfront district, guided by the Arts and Culture Strategy, promises to be a world class destination for locals and guests alike. This development obligates the move of the municipal police to a second redevelopment site several blocks away where lands around City Hall will repurposed for broader civic and housing needs. Projects like this are the hall mark of Grants "make a difference" kind of career.

Grant improves the effectiveness of local elected officials not only because he shares their desire for results, but because has the skills to deliver them. This is a legacy of leadership that place Grant well within his peers of those who have been honored with the Mark E. Keane Career Excellence Award.

Thank you for considering this application.



Brent Leigh

Deputy CAO

District of West Vancouver