



Culture is the space between us
ksimon@simonandassociates.us

Our environment

- Lost 40+% of budgeted resources
- Property values down \$5B
- Cut 21% of staff
- 13% unemployment
- Highest foreclosure rate in US

And yet...

- Bond rating upgrade
- 90% approval rating
- 3X Good Government Award
- 44% increase in citizen satisfaction
- How?



Shared Values



Shared Sacrifice

A photograph of a winding asphalt road with double yellow lines, set against a backdrop of rugged, red rock formations in a desert canyon. The scene is captured during the golden hour, with warm sunlight illuminating the rocks and creating long shadows. The road curves through the valley, leading the eye from the foreground into the distance.

Data-driven Decisions

Innovation

A scenic photograph of a beach at sunset. The foreground is covered in snow, with some footprints visible. The beach is sandy and wet, reflecting the orange and red colors of the setting sun. The ocean waves are breaking on the shore. In the background, there is a dense forest of evergreen trees under a dark, cloudy sky. The word "Innovation" is written in large, white, sans-serif letters across the middle of the image.



Passion for Purpose



Leadership is less about what you do...
and more about who you are