s2d

The Future of Rail

The s2d Transition Team has been considering what we want the future of Rail to look like. We have identified goals, some are things we do well already and others are areas where we could improve. These goals will guide the development of our s2d action plan.

Future State Goals

- ***Organizational Culture***
  - Employees are recognized and supported in engaging in safe and innovative work practices
  - Reinforces County relationship and maintains open lines of communication
  - Employees are empowered and development is supported
  - Diversity and inclusion are valued and integrated in all aspects of our workplace culture
  - Supports and is responsive to employees through times of transition
- ***Physical Environment***
  - Employees have adequate space in optimal locations to allow employees to safely and effectively conduct their work, including remote reporting
  - Workspaces support team communication and collaboration
  - Employees have the right tools/technology at the right time to do their work
  - Supportive of employee health and wellness
- ***Job Design/Responsibilities***
  - Responsibilities are defined and Roles are aligned with the needs of the reorganized Rail Division to facilitate the safety of highly engaged employees who are supported in providing comprehensive and timely support to the Rail Division
- ***Skills and Knowledge***
  - Employees are supported in gaining and maintaining the necessary skills and knowledge to safely and effectively conduct their work
- ***Policies and Procedures***
  - Rules, policies, procedures, and other governing documents clearly and effectively communicate and align with the work of Rail employees
- ***Workflow and Processes***
  - Workflow and processes clearly and effectively communicate and align with the work of Rail employees
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We look forward developing actions that ensure Rail has a strong foundation to support our growth and remains a great place to work.