

building the best-run
regional government
in the world



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An outline of our approach

Successful organisations are typically vision-led and values-driven and have in place a brand, strategy, structure and systems that are aligned to the vision and informed by the values, as well as people who live the values and are able to deliver on the outcomes required of them.

For us, success means becoming the best-run provincial government in the world so that we can realise our vision of an open opportunity society for all in the Western Cape, allowing the people of our province to live lives they value.

Listed below are the elements of a successful organisation. Much work has already been done on each element and does not need to be documented here. However, the provincial government will design and execute a multi-year change programme to develop and align these in order to maximise the positive impact we make on the people of the Western Cape.

Vision

Our vision describes the future we envisage for ourselves and for the Western Cape. It captures why we do what we do.

Mission

Our mission describes how we will realise our vision. It captures what we do.

Values

Our values determine our behaviour, and our organisational culture is a product of our behaviour. It captures how we do what we do.

Brand

Our brand defines our government's positioning, value proposition and personality. It is underpinned by our values and informed by our vision. It captures how we are experienced by the people of the Western Cape.

Strategy

Our strategy determines how we will achieve a defined, quantifiable set of outcomes.

Structure

Our structure is designed to give effect to our strategy.

Systems

Our systems are designed (1) to support and sustain our culture and (2) to allow us to achieve our objectives efficiently.

People

Our people will (1) live our values and (2) have the skills and attributes necessary to deliver on our outcomes. We call this being "fit for purpose".