

OUR PROFESSIONAL SERVICES
CONTRIBUTE TO EUROPEAN
COHESION AND THE DYNAMIC
DEVELOPMENT OF THE
MORAVIA SILESIA
REGION





Investing in your future
European Union
WITH SUPPORT FROM THE EUROPEAN
FUND FOR REGIONAL DEVELOPMENT





THE MISSION OF THE OFFICE OF THE REGIONAL COUNCIL

➡ The mission is a joint statement by the employees, representing their understanding of the reason for the Regional Council Office's existence



THE VISION OF THE REGIONAL
COUNCIL OFFICE OF THE MORAVIA
SILESIA COHESION REGION:
AN EFFECTIVE, CUSTOMER
AND PARTNER-ORIENTED
ORGANISATION HONOURING
FAIR-PLAY VALUES.

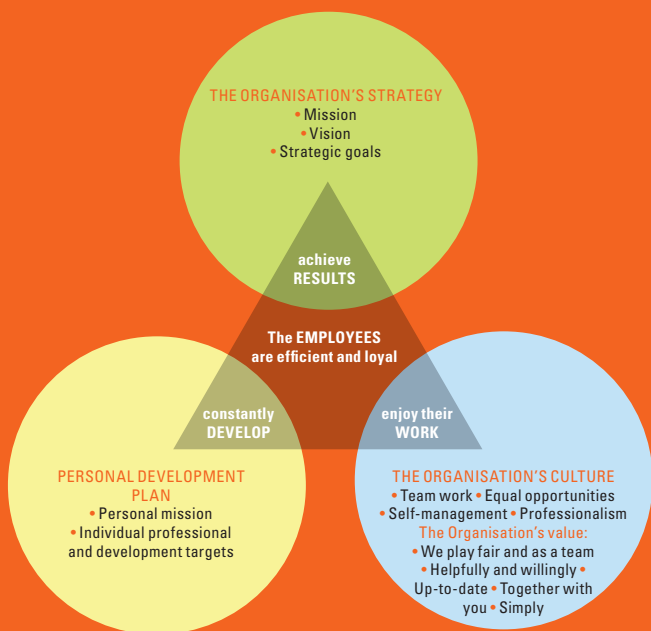
EFFECTIVE means a balance between production and production capacities, between resources available to the organisation and the outputs the organisation produces. It means an organisation with an implemented and accepted performance culture.

A **CUSTOMER- AND PARTNER-ORIENTED ORGANISATION** means an organisation that responds to key actors' expectations (i.e. applicants, the Regional Council Committee, the European Commission's representatives, employees, etc.) and satisfies their needs as if its existence were dependent on it.

The expression **HONOURING FAIR-PLAY VALUES** means the set-up of all processes within the organisation in order to ensure a transparent, non-discriminatory and fair distribution of funds to be allocated via the Office in the region. It also means the existence of an internal environment based on confidence where the self-managing and self-controlling mechanisms of each team member are applied and where formal control is an additional mechanism.

THE ORGANISATION'S CULTURE ...A HIDDEN VALUE WITH VISIBLE RESULTS VÝSLEDKY

The cornerstone of the human resources policy in the Moravia Silesia Regional Council is the constant search for balance between an employee's performance, the space for his or her individual development and the satisfaction resulting from a well-planned organisational structure. The balance of these three elements is the basis of long-term employee stability.



INVESTOR IN PEOPLE

THE REGIONAL COUNCIL OF THE MORAVIA SILESIA COHESION REGION WAS THE FIRST PUBLIC ADMINISTRATION ORGANISATION TO BE AWARDED THE INVESTOR IN PEOPLE CERTIFICATE THAT GUARANTEES THE QUALITY OF EMPLOYEE MANAGEMENT AND DEVELOPMENT.

ORGANISATIONAL VALUES OF THE REGIONAL COUNCIL OFFICE



WE PLAY FAIR AND AS A TEAM. We respect fair-play principles and in everything we do, we ask: Is it fair? We do our work honestly. We believe in the power of a team and its ability to achieve synergic effects. We also believe in everybody's individuality, respect and value differences and demand individual performance from one another.

HELPFULLY AND WILLINGLY. Our approach to applicants is, "Welcome, how can we help you?" And we really do help them. We realise that if it were not for the applicants, our organisation and our job positions would not exist.

SIMPLY. We do not make things unnecessarily complicated.

UP-TO-DATE. We search for and find modern and effective solutions that make work easier not only for us, but also for our customers and partners.

TOGETHER WITH YOU. We understand our role as part of a whole. We proactively offer partnership as a preferred manner of cooperation and actively participate in the partnership.