

Departmental Mission, Vision and Values

No company, small or large, can win over the long run without energized employees who believe in the mission and understand how to achieve it. - Jack Welch

Does your department have a mission, vision and values statement? We all know that JMU has a mission, vision and values; however, did you know that departments can also have these?

They can help create common purpose, direction and underlying values of the department. Ultimately, when there is a collective purpose, direction and values within a department, a departmental culture can be established.

Make sure your employees know and support the mission, vision and values for the department.

So, what do these statements look like?

Mission

A mission statement communicates the organization's reason for being, and how it aims to serve its customers. In essence, it states the department's purpose.



Vision

A vision statement is a future-oriented declaration of the organization's purpose and aspirations. It says, "based on that purpose, this is what we want to become."



Values

Values are the guiding principles and traits that shape the department's decision-making and interactions with its customers and employees.



**Departmental
Culture**

Compensation Corner: Total Compensation

Total compensation includes all forms of cash compensation pay, shift differentials, overtime, on-call pay, bonuses, and the dollar value of the benefits package. Find yours at [JMU's Total Compensation Calculator](#).