

ordination among international interests at home and, through the authority of our Heads of Missions, abroad. Clearly the work of domestic departments will have some international dimensions. We will act with these governmental partners to see that our individual sectoral and other strengths are best utilized in Canada's interests and that duplication is minimized.

## **CORPORATE THEMES**

From the months of examination, discussion and contributions from all staff, six basic themes have emerged which together represent a corporate vision for the 1990s. They provide the basis on which final decisions have been made and around which our corporate strategy will be formed. These goals are:

- 1) to confirm our mandate, to identify what we do best, and to build on these strategic strengths;
- 2) to recommit ourselves to the service of the Canadian public, business people and travellers;
- 3) to build a more integrated and efficient organization, characterized by strong leadership and team effort;
- 4) to create a better trained and motivated professional staff, committed to the Department, its vision, and its search for quality;
- 5) to establish new standards of delegation of authority and responsibility to managers and staff; and
- 6) to make resourcing and administrative processes more flexible and sensitive to ever-changing requirements.

These themes are treated individually and in detail starting on page 5. You will note that some decisions are covered under more than one theme.

## **THE MISSION**

The first important conclusion reached by the Corporate Review was that, for its results to have relevance, they had to be based on a common perception of why this organization exists - its purpose or "mission". This statement of our collective mission is something increasingly common in other organizations but it did not exist in EAITC.

The Corporate Review has demonstrated the importance of stating our role clearly and with pride. We hope that each of you will find your part in our Department's work reflected in the statement at the beginning of this report.