

In the Spotlight

Highlighting Exceptional Employees

Rae Buckley

Organizational Effectiveness Coordinator
(Policy and Strategic Initiatives Department in the Manager's Office)

A familiar face in a new role, Rae Buckley is ready to help employees understand and engage in the Town's strategic objectives as the Town's first organizational effectiveness coordinator.

Rae was hired as a housing and neighborhood services planner in 2004, and became a special project planner for Human Resources in 2011. She credits these experiences as preparation for her new role because she intends to take a community development approach by identifying stakeholders and working collaboratively to develop solutions.

Her position was created to help the Town address external and internal changes. As Organizational Effectiveness Coordinator, Rae will look at these changes with a focus on Town employees. "We as an organization cannot be effective unless we consider the people side of change," she said. "If we are going to be a nimble and adaptable workforce we need to engage all employees at every level, especially employees in the field and who work directly with the public."

One of the first priorities for Rae is to build and strengthen com-

munication channels inside the Town. She has started a twitter account called @TOWNtalkCH for social media users and has also begun to work remotely in the break areas of Transit and Public Works in order to meet employees outside of Town Hall and learn more about the work of the Town.

Another focus of the organizational effectiveness coordinator position is to connect talent with opportunities. By looking at the skills of employees and moving them in a way that maximizes their abilities for the organization Rae said the Town is trying to create a culture where employee talent is recognized and cultivated internally.

A New Jersey native, Rae moved to Chapel Hill in 2002. Rae and her husband Bill have two children, ages 3 and 6. She mentors through Connected Women of North Carolina and will serve a term on the Board of the Orange County Rape Crisis Center starting in June.

—Allie Moore, CaPA

Value in the Spotlight Professionalism



Allie Moore photo

If you know another outstanding Chapel Hill employee who should be featured in TOWNtalk, contact Catherine Lazorko at 969-5055 or clazorko@townofchapelhill.org.

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