

# In the Spotlight

*Highlighting Exceptional Employees*

## Frances Russell

**Interim Director, Human Resource Development**

### **Joined Town: February 2008**

Providing excellent service to Town employees and new training opportunities are a couple of the goals that Frances Russell has set for the Human Resource Development Department, which she now oversees as interim director.

Frances leads a department that has been in transformation with a name change about three years ago, the hiring of new HRD specialists Cliff Turner and Dennis Schoch in the past year, and the ongoing review and update of many Town policies. Clearly a people person who is quick to connect with others on a personal level, Frances also is committed to serving employees.

"The biggest kick I get is the reward of helping people," Frances said. "It is such a thrill to be able to assist a person and watch them perform a job well or help a struggling employee become a star performer. That makes it all worthwhile."

Frances moved to North Carolina when she joined HRD 2-1/2 years ago. She moved from the bustling city of Los Angeles where she worked in human resource positions for the LA County Office of Education and before that, for the South Coast Air Quality Management District.

Her family took just one trip and immediately approved the move, as they delighted in the natural environment and greenery of North Carolina. She lives in northern Durham with her husband Dewitt Russell, who works for Time Warner Cable, in a ranch-style home that they are slowly renovating. Her daughter, son-in-law and two granddaughters live nearby. In her free time, Frances enjoys reading,

### **Value in the Spotlight**

## Respect

trustworthy • open • defender of individual rights • customer-focused • sensitive • civil • decent



exercising and traveling. She has already visited 14 countries and is looking forward to adding three more to her list next year.

### **Senior Management Team Values**

In November 2007, the Town's Senior Management Team adopted the following set of values to guide their behavior and decisions. These values are Ethics, Social Equity, Professionalism, Respect, Innovation



and Teamwork. It is the intent of the Town Manager and the Senior Management Team to strengthen the organization with a commonly held set of values that drive our mission and objectives.