



The Charles Lea Center

Enhancing Lives. Encouraging Dreams.



Management Philosophy

The top priority of the Charles Lea Center is to provide excellent supports that are individualized and focused on helping the men, women and children that we serve to be part of their communities where they live, work, and play. We believe that in order to accomplish this we need a dedicated team of employees who have the knowledge, skills, and motivation to provide the very best supports and services. We accomplish this by doing the following.

Working Together

Every employee at the Charles Lea Center has an important role and is responsible for doing their part to assure that we accomplish our mission. While employees have different titles and responsibilities, no one is more important than another. It is imperative that everyone works together and supports one another to assure the success of the Charles Lea Center.

Supportive Leadership

We believe that each employee needs to be provided with the proper supports and assistance to be successful. Our employees do not work "for us," but rather "with us" to meet the mission of the Charles Lea Center. We believe in open communication, transparency, teamwork and supporting each other. All employees will be given every possible opportunity to succeed through effective support, coaching, and training.

Participatory Management

We will seek input from employees so that different perspectives and voices are heard and considered when decisions are made. We always take time to listen to employees and encourage them to give input on things that affect their work at the Charles Lea Center.

Performance and Professional Development

We are committed to providing effective and relevant training that provides the skills and knowledge to be effective employees. Feedback on performance will be provided regularly on both an informal and formal basis. Support and assistance will be provided to assure that every employee has the opportunity to support the mission.