



MECKLENBURG COUNTY
ALCOHOLIC BEVERAGE CONTROL BOARD

Annual Review 2023-2024 : Keva Walton, CEO

Questions	Excellent (5)	Above Average (4)	Average (3)	Below Average (2)
Strategic Leadership involves the ability to set long-term goals and guide the organization to achieve them. This involves creating a vision for the future, making key decisions about the organization's direction and ensuring that the organization adapts to changing environment.	6	2	1	0
Program accountability is defined as taking full responsibility for the successes, challenges and failures of initiatives and actions within the organization.	6	2	1	0
Personal Accountability in leadership is critical as it ensures that the team are following through with their commitments and working towards a common goal. It is the responsibility of the CEO to guide teammates and hold them accountable as needed.	3	5	1	0
Innovation is Keva's ability to support and identify new opportunities, processes and techniques that will enhance the well being of both teammates and the overall business functions.	7	2	0	0
Relationship building includes building strong relationships both internally and externally to further enhance the well-being of the organization. This includes encouraging positive teammate collaboration and connectivity.	4	5	0	0
Ensuring diversity in all areas of the spectrum helps foster an environment of inclusion, collaboration and improves team performance. In reviewing the entire year, please provide your feedback regarding Keva's leadership in the area of being diversity oriented.	4	4	1	0

Having a leader who demonstrates strong ethics will foster a culture that boosts productivity, teammate engagement and encourages collaboration. Overall it is the moral principles that govern Keva's behavior and decision making.	5	3	0	1
The overarching goals of Mecklenburg ABC include culture, customer improvement, community engagement, financial stability and the over health of the business. Therefore a key to strong leadership is to be goal focused and oriented.	6	2	1	0
Initiative is the ability and willingness to take action immediately and efficiently for the safety and wellness of the organization.	6	2	1	0
Human Resources and Organizational Development: Fostering a culture of belonging through activities, action and leadership will foster an environment of collective cooperation and teambuilding. This includes encouraging positive peer-to-peer interaction and collaboration.	4	2	2	0
Being a community connector helps to advance the overall mission and message of the organization. Within the scope and role of the CEO, community engagement exceeds purely philanthropic activities but also includes networking that is profitable and beneficial to the core business needs. This includes activities such as engaging with elected officials, community leaders and leaders within the business industry.	6	2	0	0
Financial stewardship is being responsible for managing the financial resources wisely, protecting the long-term assets of the organization and executing these duties with integrity, ethical conduct, and prudent financial decision-making.	7	0	2	0
Average	5.3	2.6	0.83	0.83



**Unacceptable
(1)**

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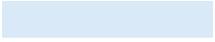
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