

Timothy Jeffries, Director

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DES Takes its TRIAD of Values to New Heights

Building strong foundations from the bottom up



PHOENIX – Since his arrival as the head of DES, Director Timothy Jeffries has definitely shaken things up with his fast-paced momentum and ***People First, People Always*** mindset. His “anti-bureaucrat” sentiments toward government, his passion for colleagues and his ever-present “Mr. Smiley” has taken the agency by storm.

In its second-annual Leadership Summit event this week, the top five levels of DES leaders and invited guests gathered at the Celebrity Theater in Phoenix Wednesday for a day of presentations and agency updates. Several DES immigrant colleagues were honored during the opening ceremonies as they represent many others in the agency who have made the United States and DES their home.

The Leadership Summit, led mainly by top deputies and assistant directors, and covering topics ranging from the DES budget, human resources, IT and security, provided an avenue for colleagues to see how the values of the **DES TRIAD – Teamwork, Respect, Integrity, Accountability and Diversity** – are helping to build a strong agency.

In its first-ever attempt, DES leaders demonstrated the values of the TRIAD by building a four-level pyramid on stage. Participants were chosen for their ability to be team players, respect for each other and their positions within the pyramid as a weak layer could impact the integrity of the pyramid. Each level was accountable to the other to ensure the safety of their colleagues. Leaders were also chosen from different areas of the agency to represent the diversity within DES.



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