

**STRATEGIC INITIATIVE AND UPDATE****People Plan****Report Purpose**

To provide Priorities Committee with an update and overview of the Strathcona County's People Plan.

**Our Prioritized Strategic Goals**

Continuously improving the way we work, as one organization, in an agile and sustainable manner

**Report**

The People Plan aims to:

- Provide guiding principles to complement and align our strategy, business plans, and our values with our evolving culture.
- Identify connections between initiatives and programs – both people and business related.
- Be consistent, actionable, and transparent, and ensure leaders and employees share accountability for success.
- Be accessible and understandable for all staff.

The People Plan will help Strathcona County think strategically about what we want our workplace culture to be, and what our people can expect from the organization and from each other.

Employees from across the organization were engaged to provide input into the People Plan's development. This was a unique and exciting opportunity for employees at all levels to collaboratively articulate and design the workplace and culture that is reflective of, and ultimately supports, our vision for the future.

The six areas of focus that emerged from the engagement conversations were: clear purpose, accountability, positivity, trust, leadership, and team.

- **Clear Purpose** – we do our best work when we understand how it contributes to the vision, other departments and colleagues.
- **Accountability** – we place high value on doing what we commit to, and to the best of our ability, we take responsibility for our actions and decisions.
- **Positivity** – while we recognize we all have ups and downs, our engagement, well-being and recognition all contribute to a positive work environment.
- **Trust** – enables us to try new ideas, allows space for creativity and thinking outside the box.
- **Leadership** – is not defined by one voice or style, it applies to formal and informal leaders that contribute to a workplace culture where everyone can thrive.

**Priorities Committee Meeting\_Jun18\_2019**

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- **Team** – Cohesive teams that work together and share ideas are better equipped to innovate and provide the highest level of service to each other and our community.

The People Plan Stewardship Committee, made up of 15 employees from across the organization who applied to be representatives, will lead, plan, support and promote the six areas of focus. This involves gathering input from employees across the organization, linking actions across departments and being ambassadors for the People Plan, as well as sitting on working groups to support specific actions within the People Plan. The committee has cross representation of divisions and departments, position and service years, and a balance of former steering committee members, facilitators and new members.

Committee members are connecting organizational activities to the People Plan and are focused on fostering integration and activities that advance the six areas of focus.

Committee members have been actively involved in promoting the employee engagement survey as ambassadors, guiding the design the Celebrating Staff event taking place June 24, lending their ambassador perspective to articles on the Insider, and informing their networks about the work of the committee.

With the People Plan Stewards in place, the County is moving step by step to create its ideal workplace culture – one that celebrates our achievements and attracts the best and brightest to our ranks.

**Council and Committee History**

April 17, 2018      People Plan Update – Priorities Committee Meeting

**Other Impacts**

**Policy:** N/A

**Legislative/Legal:** N/A

**Interdepartmental:** N/A

**Master Plan/Framework:** N/A

**Enclosure**

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People Plan Council Presentation