

# People Plan update

Priorities Committee  
June 18, 2019





# Sharing our journey



Created by employees  
for employees



People Plan Stewardship Committee

# What it is

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



# OUR CORPORATE VALUES



## Integrity

- We demonstrate ethical standards and behaviours
- We display honest behaviour at all times
- We do what we say we will do

## Respect

- We treat others with care and dignity
- We pay attention to each other
- We welcome a variety and diversity of ideas

## Safety

- We consistently demonstrate safe work practices
- We build an environment of openness and trust
- We make it safe for each other to voice opinions or concerns

## Fairness

- We consider how our actions might affect others
- We treat everyone impartially and equitably
- We are willing to share the reasoning behind our thinking and decisions

## Cooperation

- We support, assist and learn from each other
- We give credit to others for their contributions
- We compromise when needed to achieve common goals

The People Plan is guided by our corporate values.

Our values help to form our organizational identity and define our culture.



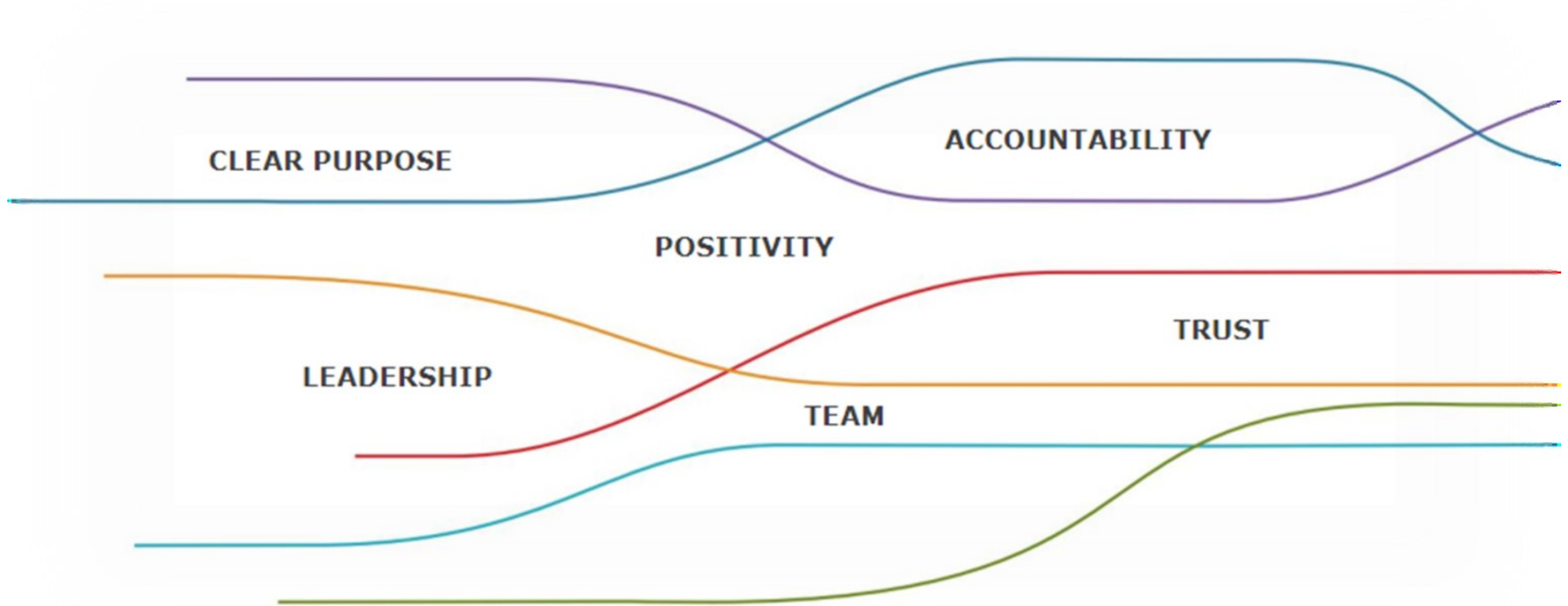
# People Plan - How we created it



**Created by employees for employees through:**

- Reviewing organizational guiding documents
- Hosting interviews
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- Hosting internal engagement activities
  - 8 world café sessions (420 participants)
  - Department small group discussions (483 participants)
  - Department graffiti walls (9 participating departments)
- Validating input using an online survey
  - 488 employees responded

# Our desired culture





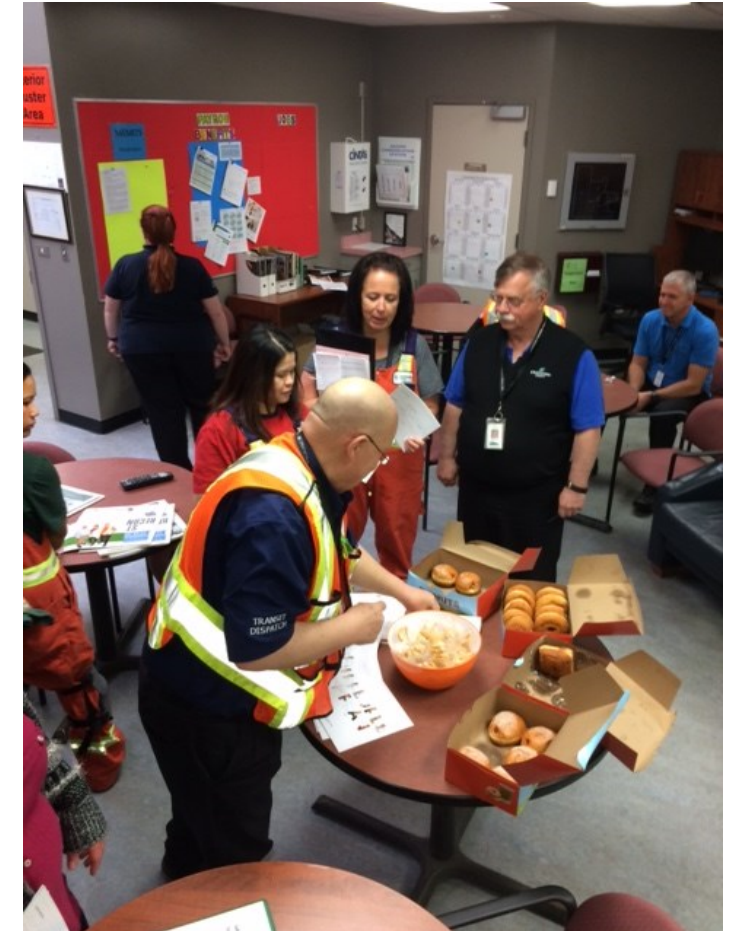
# People Plan Launch

## Bus Launch

- People Plan facilitator hosts
- 12 sites visited
- 700 employees visited

## Launch in a Box

- Work groups provided a kit to support a launch
- A People Plan facilitator was available to present
- Over 100 employees attended a launch in a box session



# People Plan Committee

Heather Isaac, CFIN	Patsy Mackwood, SCT
Tara de Munnik, CP	Elliott Davis, SCES
Chad Johnston, FLT	Ryan Anders, TPE
Catherine Potvin, ITS	Linda Brow, UT
Sandy Bugeja, LLS	Sherry Feser, TAS
Ralph Maclean, PDS	Tracy Gravelle, FCS
Stacey Nestorowich, RPC	Mona Dang, HR
Taylor McReynolds, RPC	





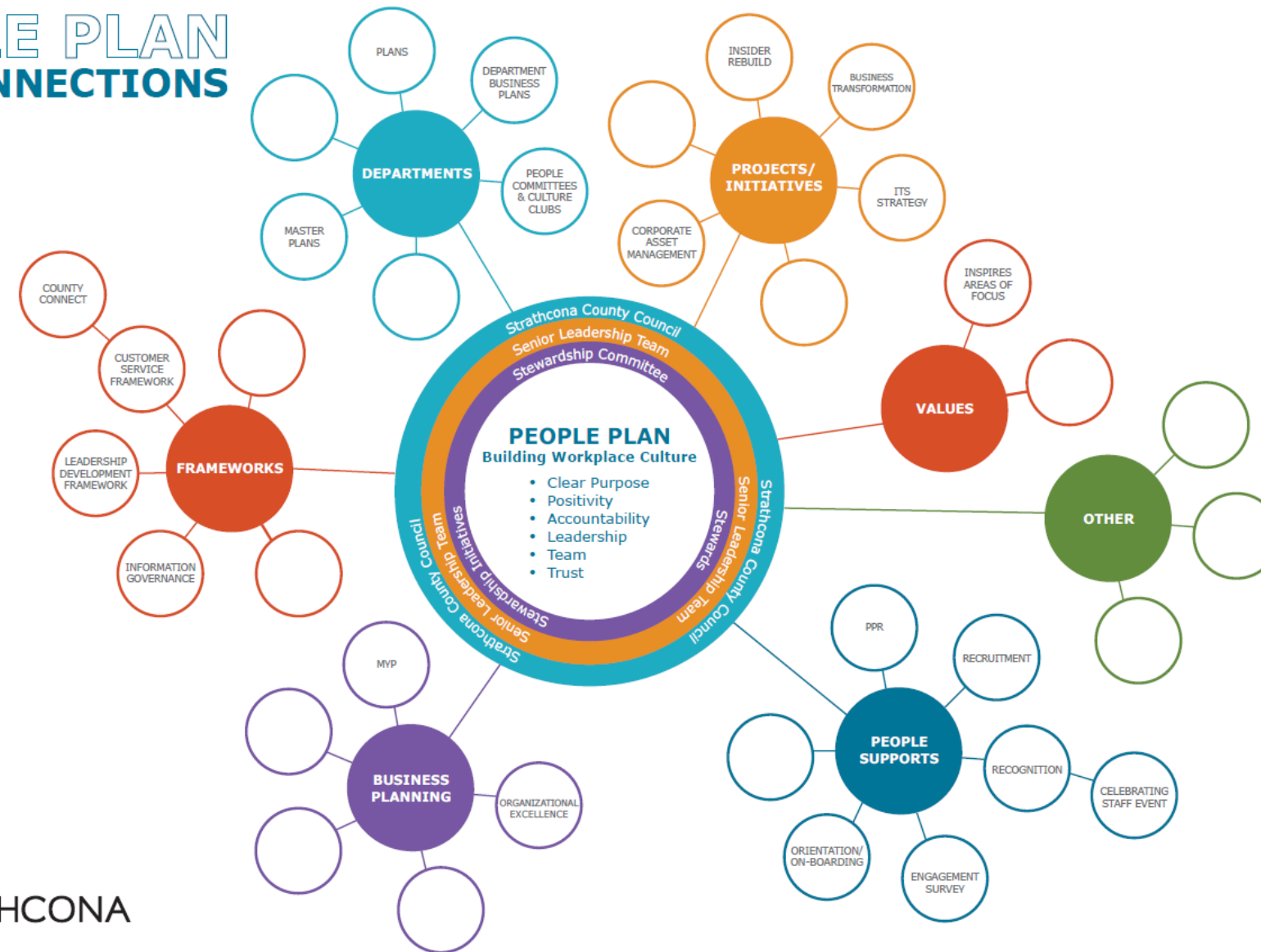
# Who and Where the People Plan Connects

PEOPLE PLAN  
SUPPORTING CORPORATE OUTCOMES



# How People Plan Connects

## PEOPLE PLAN INTERCONNECTIONS



# People Plan 2019 work plan

## Three initial priorities:

- Ensure there are linkages
- Support personal leadership
- Define and develop leadership competencies

## Initial activities:

- Engagement survey ambassadors
- Share, inform and connect across organization about the committee
- Support the *Celebrating Staff* event
- Review engagement survey results and recommend corporate actions
- Support development of organizational leadership development principles



# Tracking our success

- Employee engagement survey
- Public satisfaction survey
- People Plan initiatives/activities

## TRACKING OUR SUCCESS

**HOW WILL WE KNOW WE ARE ON THE RIGHT PATH?** We will use the results of the Employee Engagement Survey to measure our success, including:

- I understand how my work contributes to my department's business plan goals
- At work, my input counts
- I am encouraged to be innovative in my job
- I have opportunities for career growth within Strathcona County
- I am able to make decisions about my daily work
- I receive the support I need to do my job effectively
- I have positive working relationships with my co-workers
- Our organization's culture is aligned with our corporate values

We will also reflect on results from the Public Satisfaction Survey:

- Public satisfaction with the quality of services provided by County staff

## QUESTIONS

**QUESTIONS OR COMMENTS ABOUT THE PEOPLE PLAN?**

[peopleplan@strathcona.ca](mailto:peopleplan@strathcona.ca)

# People Plan – The journey to date

## **Fall 2017 – Spring 2018**

- People Plan creation

## **January – September 2018**

- People Plan committee design
- People Plan launch
- Summer series

## **October – November 2018**

- People Plan committee recruitment

## **January 14, 2019**

- People Plan committee begins

## **February – June 2019**

- Committee establishes three priorities and begins initial activities

## **July – November 2019**

- Review engagement survey results and recommend corporate actions
- Support development of organizational leadership development principles
- Establish 2020 committee work plan

# Thank you!

Questions?