

Priorities Committee Meeting_Nov21_2023

STRATEGIC INITIATIVE AND UPDATE

People Plan Stewardship Committee 2023 Update

Report Purpose

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

Our Strategic Goals

Goal 4 - Municipal Excellence

Goal 4 Priority - A workplace culture that is connected, inclusive, diverse, and promotes employee development

Report

The People Plan aims to help Strathcona County think strategically about our workplace culture goals, and what our staff can expect from the organization and from each other.

In 2018, employees from across the organization were engaged to provide input into the PPSC'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 supports, our vision for the future.

The People Plan Stewardship Committee has cross representation of divisions, departments, positions, and service years on the team. These representatives lead, plan, support, and promote the PPSC and its initiatives. This involves gathering input from employees across the organization, linking actions across departments, and being ambassadors for the PPSC. This includes sitting on working groups to support specific actions within the PPSC.

Each year, the People Plan Stewardship Committee discusses and decides on an area to focus its efforts on. This past year, the PPSC has focused on finding ways to foster feelings of connection across the organization and amplifying those opportunities. Feeling connected with others in the workplace can drive collaboration, trust, and knowledge-sharing which helps foster a positive culture. Building connection with people we work with also helps support a sense of purpose and creates a sense of belonging. The PPSC chose to focus on connection for several reasons, one of the main reasons being the divisiveness we saw during the global pandemic; therefore, connection was something that resonated with all members and is very relatable for all staff.

The People Plan is about our County culture. And our people best define what our culture is. Over the years, committee members have been actively involved in promoting the employee engagement survey as ambassadors and creating and implementing initiatives to connect staff.

Some of the successful initiatives in 2023 have included hosting a speaker series, lunch and learns, informal connection opportunities, and team building tools. Sessions were hosted and moderated by committee members. Topics covered included: digital well-being for parents of teens, connecting with strategic management, financial literacy and wellness, boosting your positive outlook, and food waste and meal planning. These sessions were attended both in-person and virtually by staff from across the organization.

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In the spring of 2023, PPSC organized a Fantasy Hockey Play Off Pool that saw nearly 100 staff members participating and connecting virtually. The Insider page dedicated to updates, information, and connecting had over 1100 views.

In the summer of 2023, PPSC offered a 'Games to Go' kit. The kit was used over 30 times and included large yard games for staff to use and connect during team events or small group connection opportunities.

Recently, PPSC hosted a series of Coffee with Colleagues events. The sessions were hosted at multiple different facilities and were 15 minutes in length and provided staff a chance to come together and meet other staff.

For the majority of 2023, the PPSC focused efforts on hosting an organization-wide general staff meeting. The meeting was held in October as a way for employees to connect and come together to learn more about the priority work our colleagues are doing to support the residents of the County.

The County's 2023 Employee Engagement Survey highlighted that connection is an area we could continue to focus on. The PPSC will be meeting in late November to begin the process of planning their area(s) of focus and initiatives for 2024.

Council and Committee History

June 18, 2019 The Priorities Committee was provided an overview of the People Plan Stewardship Committee and its intentions to support County staff.

Enclosure

1 People Plan update presentation