

People Plan update

Priorities Committee
November 21, 2023

Our journey

- Launched in 2018
- Created for employees by employees to bring people together and help to create a positive work culture
- Here to provide an update on the People Plan and our committee



Get on board with the People Plan launch event in 2018

What is the People Plan?

- The People Plan is guided by our Corporate Values. Our values help to form our organizational identity and define our culture.
- 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, transparent, and ensure leaders and employees share accountability for success.
 - Be accessible and understandable for all staff.

Who are we?



- Individuals from across the organization, representing all departments
- Members act as ambassadors for various corporate initiatives (i.e., Employee Engagement Survey, Wellness initiatives, etc.)

People Plan Stewardship Committee 2023

Theme: connection

Coming out of the COVID-19 pandemic, we realized staff needed more opportunities for connection.

- 1:1 connection
- Group connection



Games to go kit 2023

What have we achieved in 2023?



Organization-wide general staff meeting

Leadership speaker series, lunch and learns

Organization-wide general staff meeting

Connection opportunities (i.e., screenings, sip and stitch, hockey pool, games to go)

Feedback for Employee Engagement Survey

Feedback on various corporate initiatives

How do we know we are on the right track?

- Strathcona County Employee Engagement Survey
 - 2023 survey revealed an average engagement score of 73% (12% increase from 2021)
- Continued and increased participation at events
- Continued and increased discussion, conversation and positive dialogues

What's next?

- Planning for 2024
- Continue the momentum!



Thank you!

Questions?