Enclosure 1

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.)





Theme: connection

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

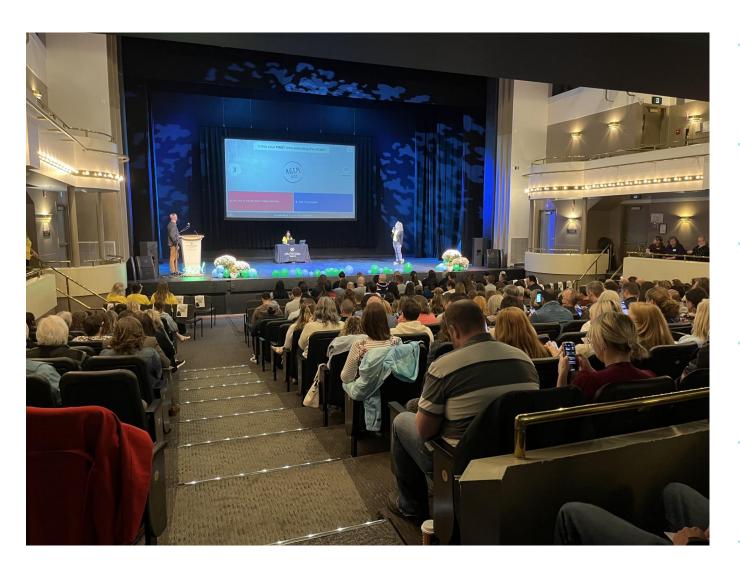
- 1:1 connection
- Group connection



Games to go kit 2023



What have we achieved in 2023?



learns

Leadership speaker series, lunch and

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

Organization-wide general staff meeting



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?

