

'Mission to Mars' Staff Goal Setting

Priorities Committee Meeting
July 9, 2024



Mission to Mars

**Just a bunch of peer-nominated leaders
recommending big hairy audacious goals
for Strathcona County**

BHAG People Goal: Strathcona County is the Employer of Choice by 2030

Forbes

Canada's Best Employers 2024

February 2024 | Forbes.com



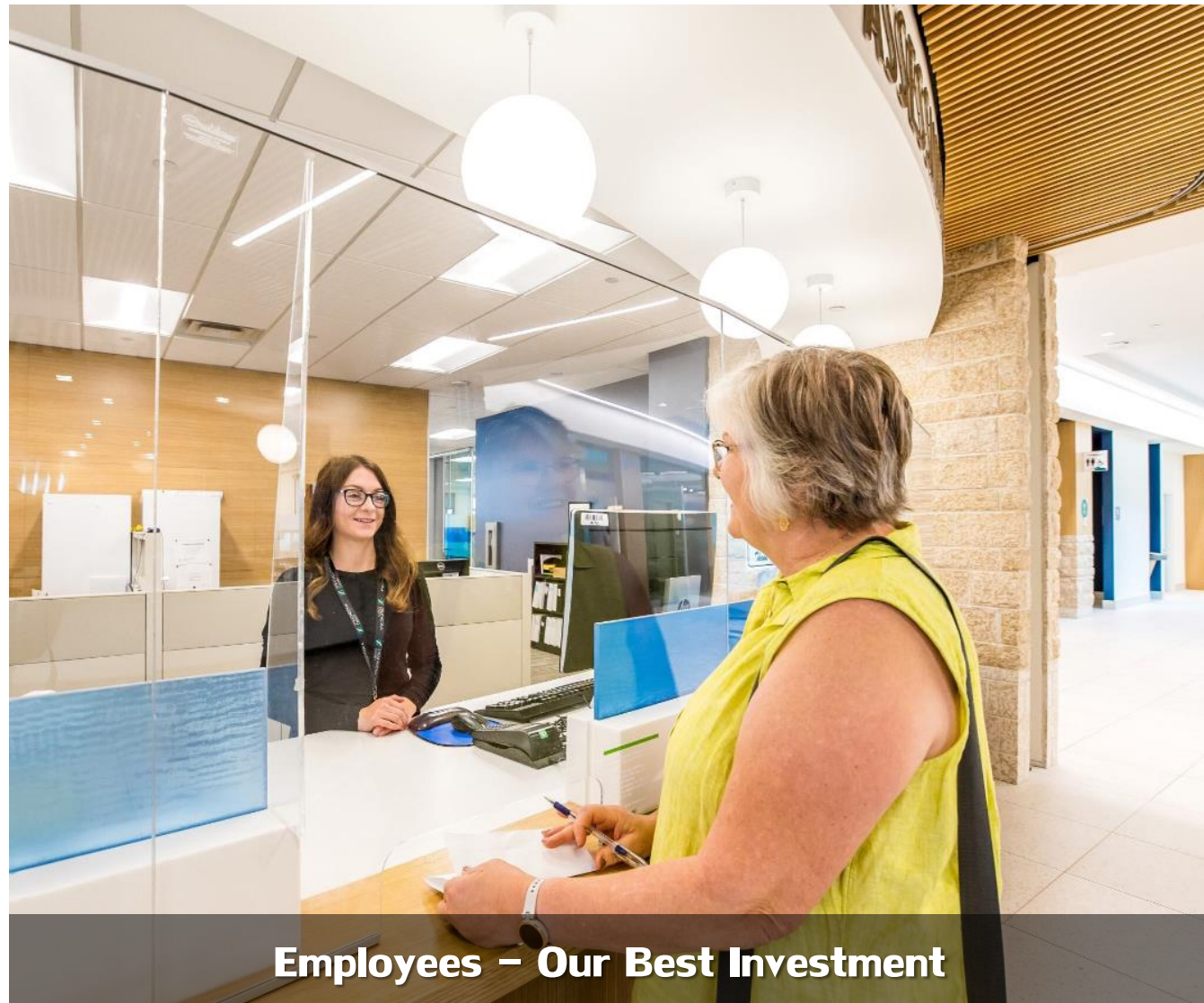
2024 CAMA Municipal Inspiring Workplace Award

for the People Plan

June 2024 | Canadian Association of Municipal Administrators (CAMA)



BHAG People Goal: Strathcona County is the Employer of Choice by 2030



Employees – Our Best Investment

“Always treat your employees exactly as you want them to treat your best customers.”

Stephen R. Covey

“When people are financially invested, they want a return. When people are emotionally invested, they want to contribute.”

Simon Sinek

BHAG People Goal: Strathcona County is the Employer of Choice by 2030

Being an ***Employer of Choice*** leads to attracting and retaining highly competent and engaged employees which leads to better results



BHAG People Goal: Strathcona County is the Employer of Choice by 2030



Top Employer



Municipal Excellence



BHAG People Goal: Strathcona County is the Employer of Choice by 2030

Key areas of focus:

- Support our culture
- Develop our talent
- Support mental health and well-being



BHAG People Goal: Strathcona County is the Employer of Choice by 2030

What attracts employees to Strathcona County? How can we retain employees?

- Culture – support, safety
- Employee total rewards and terms and conditions of employment– competitive pay, pension and benefits, corporate funded learning
- Working environment – equipped to do our work, quality equipment and technology
- Sense of pride working for the community
- Strathcona County has a solid reputation

Support our Culture and Values



Current Initiatives:

- Mission to Mars
- People Plan Stewardship Committee
- Diversity and Inclusion Committee
- Employee Resource Groups
- Employee Engagement Survey
- Service and Retirement Awards (SARA)
- Annual General Staff Meeting
- Bus Tour
- Connection activities
- Certificate of Recognition (COR)

Develop our Talent

What is involved in developing our talent?

Leadership and career development - foster learning and growth of employees to achieve organizational goals and performance

- Leadership Competency Framework
- Training and learning opportunities
- Corporate and department funded learning





DEVELOPMENT: PERSONAL, EMPLOYEE, LEADERSHIP, TEAM

-  Executive Certificate in Municipal Leadership (ECML)
-  Financial (Retirement) Planning
-  Leadership Competency Development (personal leadership, leading people/others/organization)
 - Crucial Conversations
 - Emotional Intelligence
 - Pathways to Service Excellence
-  Leadership Foundations
-  Personality Dimensions
-  Wills and Estate Planning






CORPORATE ONBOARDING

-  Bus Tour
-  New Employee Training

DIVERSITY AND INCLUSION

-  Inclusion at Work
-  Walking Together: Indigenous Peoples Awareness Training

EMPLOYEE HEALTH AND WELL-BEING

-  CISM (Basic, Advanced)
-  CISM Pre-incident Training
-  Disability Management 101
-  Employee Family Assistance Program
-  The Working Mind (Leaders, Employees)
Specialized training available on request

HUMAN RESOURCES TRAINING

Contact HumanResources@strathcona.ca to inquire about any courses that are not listed but align with these training topics.

Legend:



In-person Instructor-led



Online






Self-directed

*mandatory



OCCUPATIONAL HEALTH AND SAFETY

-  Alcohol and Drug Program Training* (Employees)
-  Alcohol and Drug Program Training for leaders, supervisors and management
-  Formal Hazard Assessment: The Foundation of OHS
-  OHS Formal Inspections: Beyond the Checklist
-  OHS for People Leaders: It Starts with Me
-  OHS Foundations*
-  OHS Incident Investigation: Getting the Full Story




EMPLOYEE ENGAGEMENT AND WORKPLACE CULTURE

-  Introduction to a Respectful Workplace*
-  Code of Conduct* (launching fall 2024)
-  People Plan initiatives

HR SYSTEMS

-  ITrak Training
-  Oracle HCM Training

EMPLOYEE PERFORMANCE PLANNING AND MANAGEMENT

-  Attendance Management
-  Performance Management and Progressive Discipline
-  PPR Training
 - Goal Setting
 - Check-in
 - Review Phase (Leaders, Employees)

Support Mental Health and Well-being



Promotion and prevention

- Education/awareness (E.g. TWM)
- Corporate training

Early intervention and ongoing supports

- Disability Management (E.g., referrals, modified work, absence and claims management, etc.)
- Contracted providers
- CISM/Peer Support (SCES and Corporate teams)
- Extended Health Care (ABC)
- EFAP (TELUS Health)

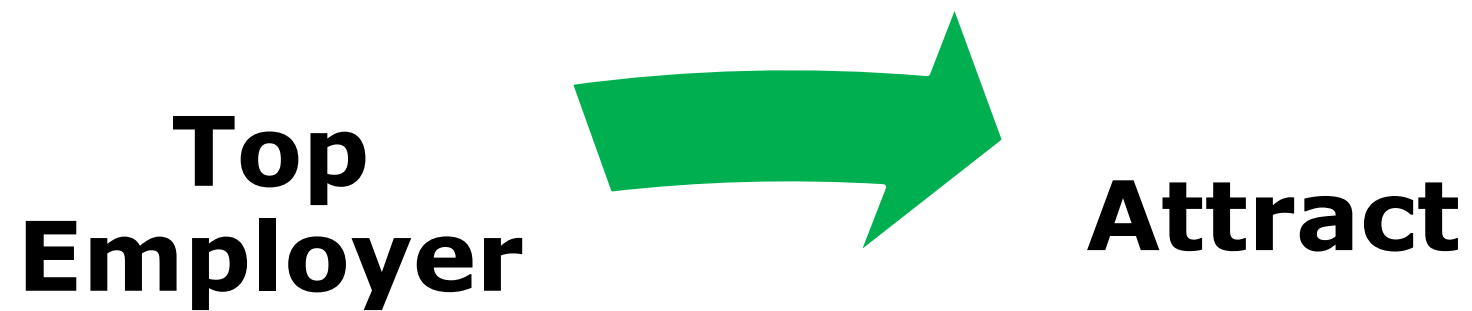
Emergency Responders

- SCES Chaplaincy
- Peer Support
- PSPNET and CIPSRT

BHAG People Goal: Strathcona County is the Employer of Choice by 2030

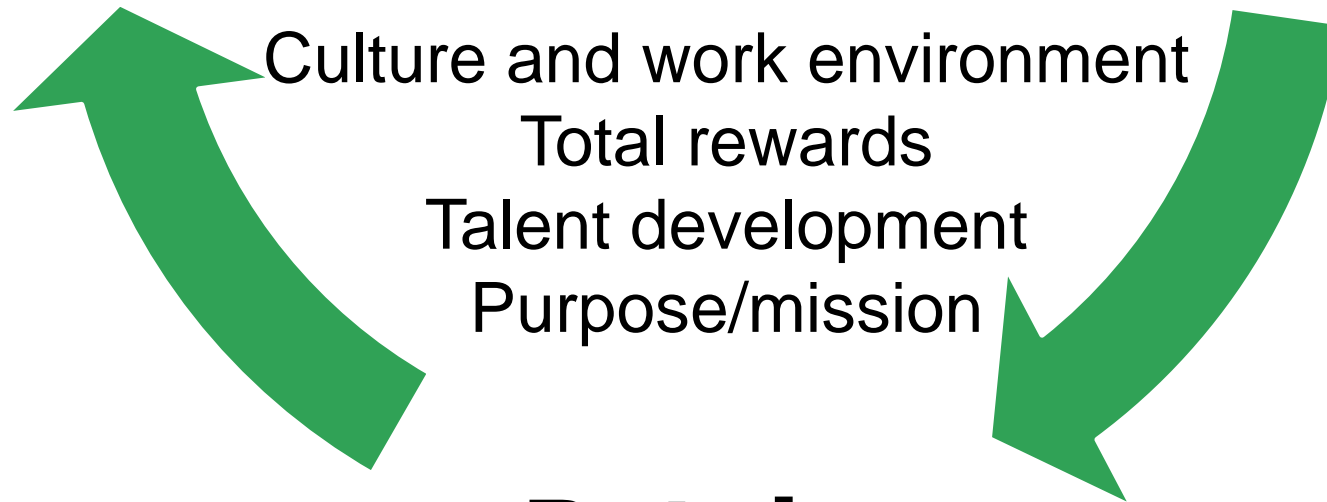


BHAG People Goal: Strathcona County is the Employer of Choice by 2030



A successful formula

Culture and work environment
Total rewards
Talent development
Purpose/mission



Retain

Mission to Mars

Big Hairy Audacious Goal (BHAG)

Energy Transition



BHAG Energy Transition Goal: By 2030, Strathcona County is the global leader in both the production and use of Hydrogen

MITSUBISHI CORPORATION AND SHELL SIGN MOU TO COLLABORATE ON HYDROGEN PLANS IN ALBERTA

Mitsubishi Corporation (MC) and Shell Canada Products, by its managing partner, Shell Canada Limited (Shell Canada) have signed a Memorandum of Understanding relating to the production of low-carbon hydrogen through the use of carbon capture and storage (CCS) near Edmonton, Canada.

The Sherwood Park and Strathcona County News: "Shell and Silicon Ranch to build \$100M solar farm at Scotford"

November 12, 2021

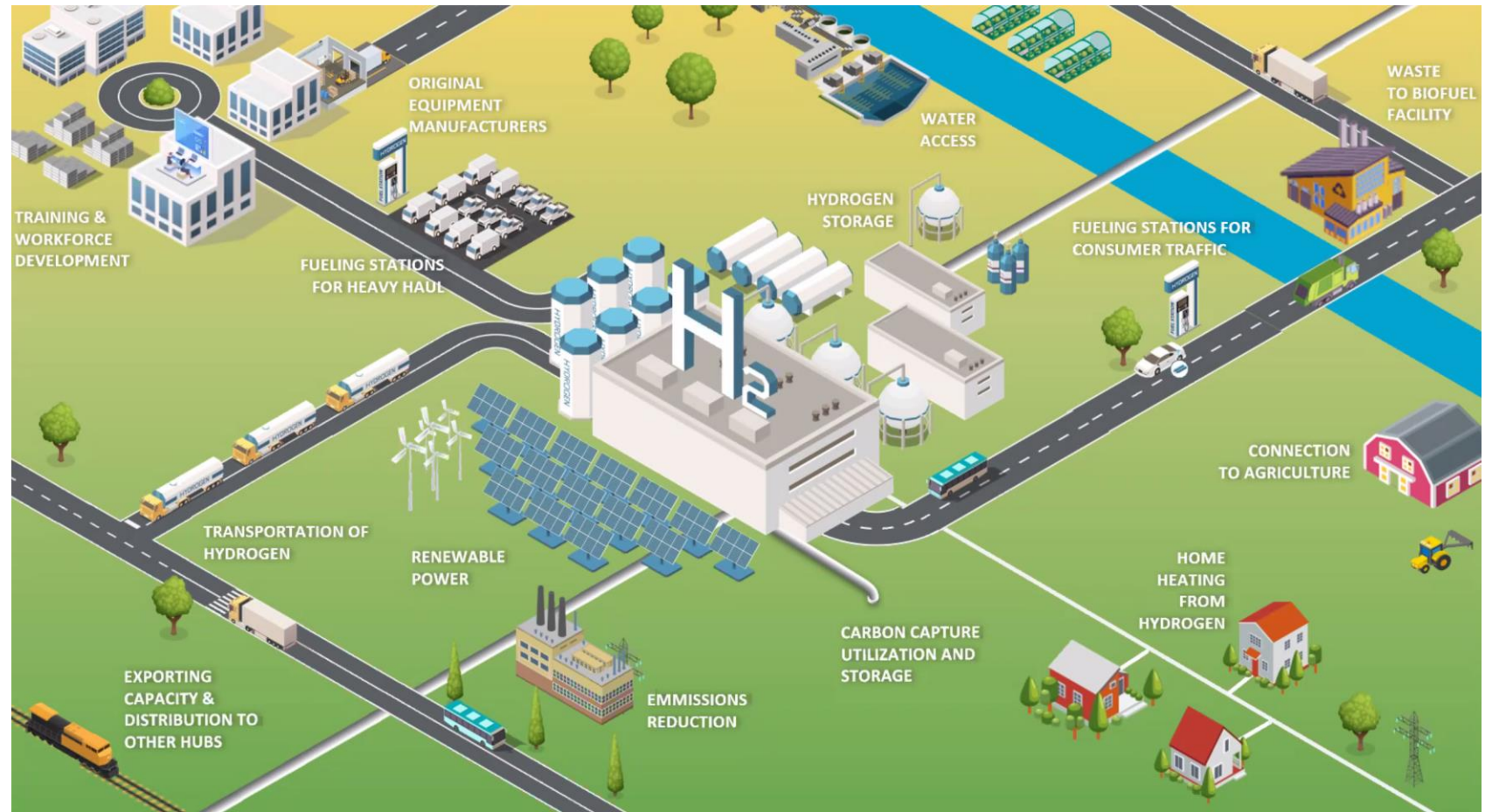
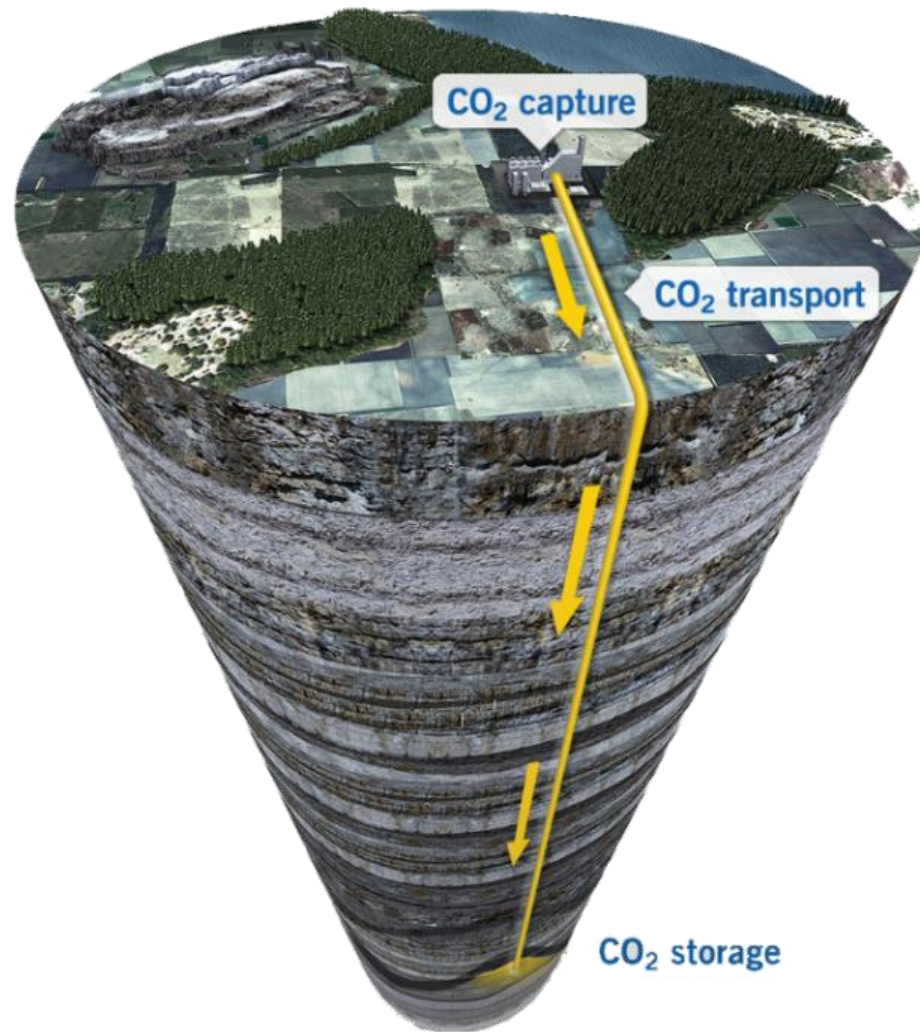
Hydrogen Canada Corp. Announces World
Scale Blue Hydrogen/Ammonia Facility with
Product Bound for South Korea

NEWS PROVIDED BY
Hydrogen Canada Corp. →
27 Oct, 2023, 12:00 ET

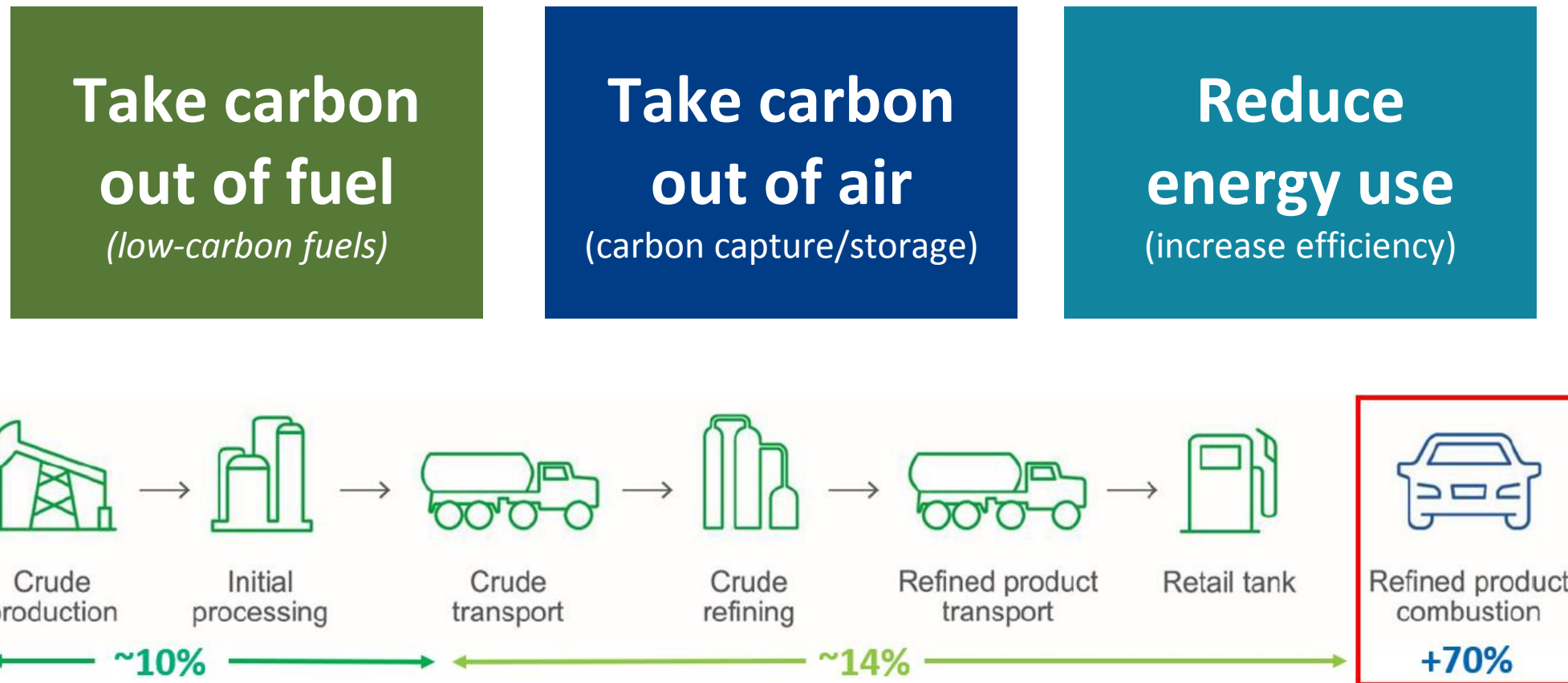
SHARE THIS ARTICLE



BHAG Energy Transition Goal: By 2030, Strathcona County is the global leader in both the production and use of Hydrogen



BHAG Energy Transition Goal: By 2030, Strathcona County is the global leader in both the production and use of Hydrogen



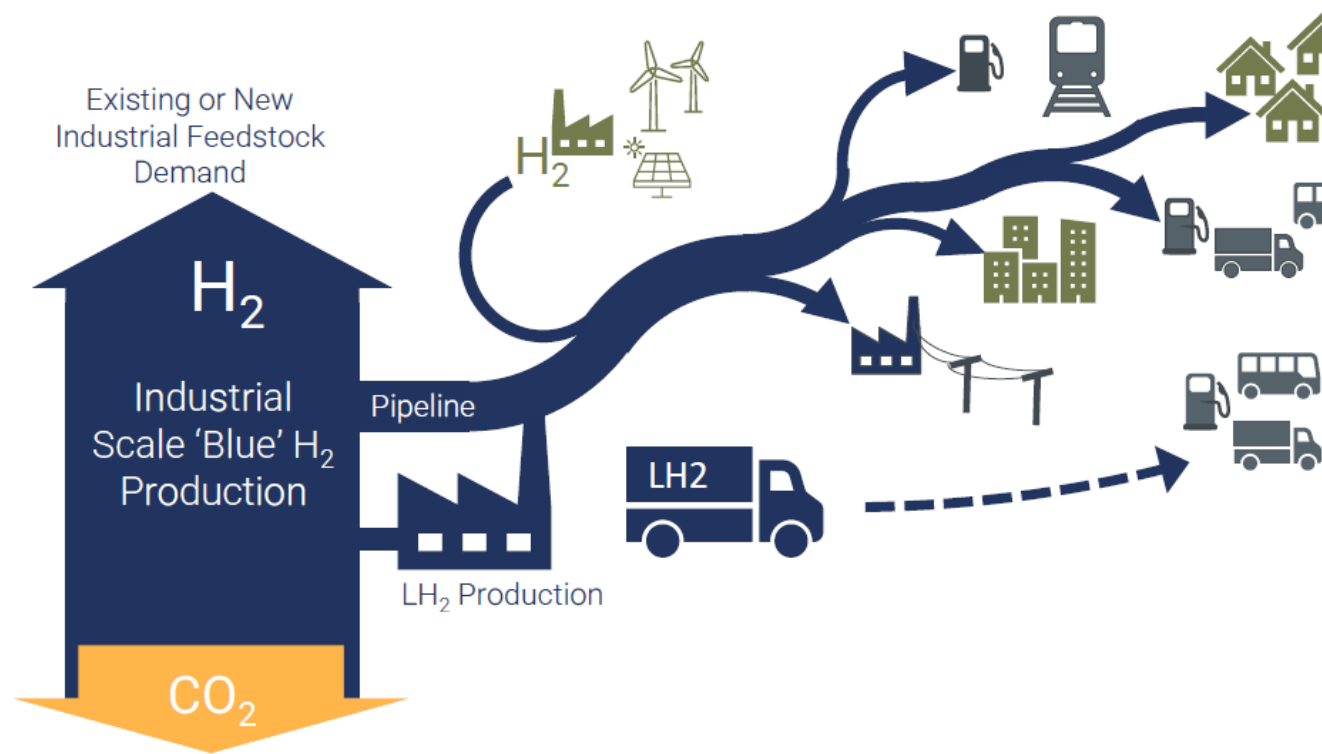
BHAG Energy Transition Goal: By 2030, Strathcona County is the global leader in both the production and use of Hydrogen

ATCO Clean Hydrogen Project

- Production: +300,000 tonnes/year of hydrogen
- Location: ATCO's Heartland Energy Centre in Strathcona County's Heartland area
- Will reduce overall emissions in Alberta's natural gas grid (community heating and power)



BHAG Energy Transition Goal: By 2030, Strathcona County is the global leader in both the production and use of Hydrogen



**Leverage Assets To
Develop Cluster**

Strathcona County Hydrogen Bus Pilot



BHAG Energy Transition Goal: By 2030, Strathcona County is the global leader in both the production and use of Hydrogen

Bremner:

Canada's Largest H₂ Community

In a first for North America, ATCO and Qualico study the use of **hydrogen** in the **community of Bremner**, near Edmonton.

The funding will be used for a **FEED study** to determine optimal equipment and design choices and will construct at least **one demonstration home** to test and validate design and equipment choices ahead of wider deployment.

\$ 2 M CAD in Government funding for study and demonstration home

First homes in 2025 with up to 150 homes in first two-stages

Up to **85,000 residents** ultimately



Low-carbon alternative to electrification



Minimize financial burden of carbon tax on residents



Incubation of made-in Alberta hydrogen appliance industry



Creation of demand for Alberta's nascent low-carbon hydrogen industry

BHAG Energy Transition Goal: By 2030, Strathcona County is the global leader in both the production and use of Hydrogen

Hydrogen for Combined Heat and Power (CHP)

Studying feasibility of developing an urban hydrogen pipeline corridor to heat and power Millennium Place, a recreation facility that receives nearly 1 million visits/year.

Partners: Strathcona County and ATCO

H₂ pipeline corridor could unlock multiple end uses:

- Fueling municipal fleets and transit
- Fueling commercial transportation/logistics fleets
- Clean energy for local advanced manufacturers
- Next steps: pre-FEED study and regulator reviews



BHAG Energy Transition Goal: By 2030, Strathcona County is the global leader in both the production and use of Hydrogen


**350,000
HYDROGEN
SECTOR JOBS**


**\$50 BILLION
IN DOMESTIC
REVENUE**


**PART OF AN
\$11 TRILLION
GLOBAL
OPPORTUNITY**


**UP TO 30% OF
CANADA'S
ENERGY MIX
BY 2050**


**REDUCE CO₂
EMISSIONS IN
HEAVY-
EMITTING
INDUSTRIES**

The Edmonton region is the epicentre of Canada's hydrogen economy



Abundant low-cost feedstock



International collaboration



Strong energy sector



Access to export markets



Clean energy innovations



Experience in deployment



Questions