

Senior Management Team

Human Resources 2020 Divisional Priorities

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Human Resources Divisional Priorities



Strategy 11 – Invest in Staff

- Development of Integrated People Strategy (Q3 2020) | SLT
 - Learning & Development Road Map (Q4 2020)
 - Talent Management Road Map (Q4 2020)
 - Health & Safety Road Map (Q4 2020)
- Development of Succession Planning Program for senior leadership roles and roles at risk (Q1 2020) | SLT
- Development of Performance Development Program tied to divisional and strategic priorities (Q1 2020) | SLT, SMT, CS - ITRM
- Introduction of Manager Fundamentals Training Program for new managers, to include legislative requirements, key HR policies and program information, and ‘how to’ training (Q3 2020) | SLT, SMT, Marketing and Communications, ITRM
- Creation of a L&D repository for online employee learning (Q4 2020) | SLT, SMT, ITRM, Marketing and Communication

Strategy 11 – Invest in Staff

- Support COR Certification achievement (Q4 2020) | SLT, R&I
- Complete the supplementary compensation & PE review (Q1 2020) CS – Payroll, SBPP
- Create Job Evaluation Policy and Framework (Q1 2020) | SLT
- Introduction of a quarterly H&S dashboard for SLT (Q1 2020)
- Review of TRCA's Volunteer Program (Q1 2020) SLT, SMT, CS – ITRM, stakeholders (Education & Training, Parks & Culture, TRCF LAWL, R&I Community Based Restoration Program)
 - Updated volunteer onboarding material ready for Q2 2020
- Shared invest in staff priority across all divisions:
 - 100% of required employees will have objectives set by Q2 2020
 - All employees to complete mandatory H&S training by Q4 2020
 - Each division will have succession plans in place for their roles at risk and senior leadership position.

Integrated Strategies

Strategy 11 - Invest in Staff, Strategy 9- Measure Performance:

- Implement *Performance, Recruitment, Onboarding, Learning Management System and Document Management* Ceridian modules (Q2 2020) | SLT, SMT, CS - ITRM, Payroll

Strategy 11 - Invest in Staff, Strategy 10 - Accelerate Innovation:

- Employee Engagement Survey launch (Q2 2020) | SLT, SMT, CS - ITRM
- Renewed onboarding/off-boarding program (Q2 2020) | SLT, SMT, CS - ITRM

Strategy 9 – Measure Performance:

- KPI's - Provide timely and accurate divisional financial, metric and performance information, in order to support the following key deliverables for the organization

Thank you

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