Performance & Learning Strategy

Nenzi Cocca, Director, HR Systems & Operations
Dawn Hannemann, Manager, Organizational Development & Learning
New P&L Framework

- Recognizing the learning and development needs of ALL EMPLOYEES
- Invest in our people – build on Leadership Profile and follow best practice and trends
- Leverage CORPORATE CORE COMPETENCIES and ROLE BASED COMPETENCIES
- Resource Alignment – best, efficient and most effective use of capital (technology and staffing)
Support the People & Performance Plan
Framework for investing in our people
Will attract, engage and retain high performing workforce
Achieve and maintain our desired culture
Will inspire employees to be PROUD to work for the City
Support the delivery of high quality, cost conscious public service
Instill satisfaction, trust & confidence from our citizens
## Career Stages

<table>
<thead>
<tr>
<th>Career Stage</th>
<th>Objective</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. New Employee</td>
<td>Job Competence / Organizational Knowledge</td>
</tr>
<tr>
<td>2. Stay in Place</td>
<td>Job Mastery – Subject Matter Expert</td>
</tr>
<tr>
<td>3. Step Up</td>
<td>Promotion – more responsibility or formal people leadership role</td>
</tr>
<tr>
<td>4. Step Back</td>
<td>Job with less responsibility or part-time hours</td>
</tr>
<tr>
<td>5. Step Across</td>
<td>Transfer to a position / job at the same level</td>
</tr>
<tr>
<td>6. Step Out</td>
<td>Retirement – Mentor / knowledge transfer role</td>
</tr>
</tbody>
</table>
Next Steps

- Branding and the Employee Value Proposition
- Learning & Development Governance Structure
- Core Corporate Competencies
- Leveraging technology and modernizing the learning experience through capital investment
- Learning metrics
- Financial analysis (training dollars, ROI, vendor management)
Outcomes

- Support the People and Performance Plan
- Create modern tools and agile technology to deliver on demand learning,
- Enhance career progression
- Engage, empower employees to take pride in delivering sensational service to our citizens

EMPLOYEE ENABLED
MANAGER FACILIATED
CORPORATELY SUPPORTED
More to come...

Howi
Hamilton Online Workplace Information