


Performance & Learning Strategy

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Audit, Finance and Administration Committee
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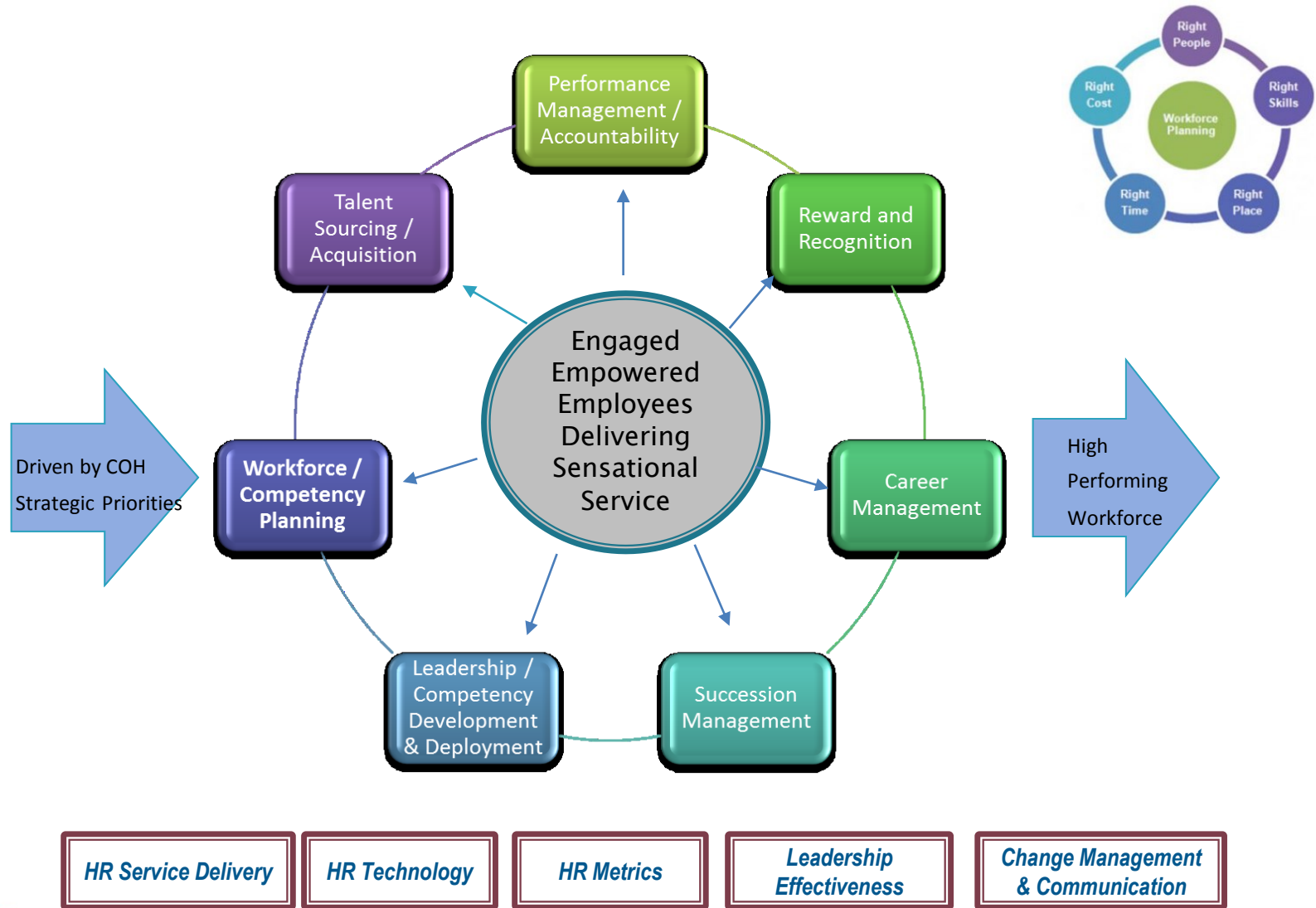
New P&L Framework

- ▶ 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)
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3 Year, Future Focused

- ▶ 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
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Talent Management Model



Career Stages

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

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)
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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 FACILITATED
CORPORATELY SUPPORTED**

More to come...



Hamilton Online
Workplace Information