



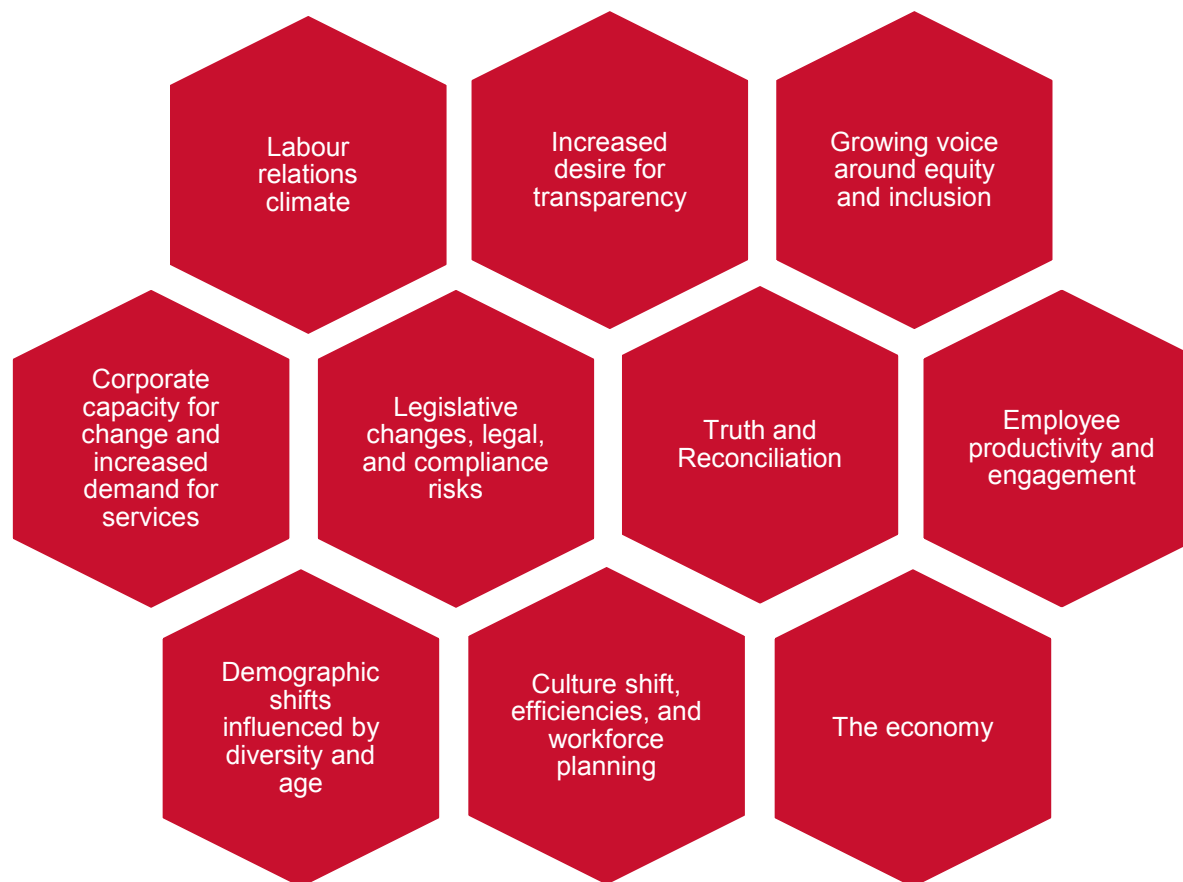
Human Resources Challenges and Opportunities

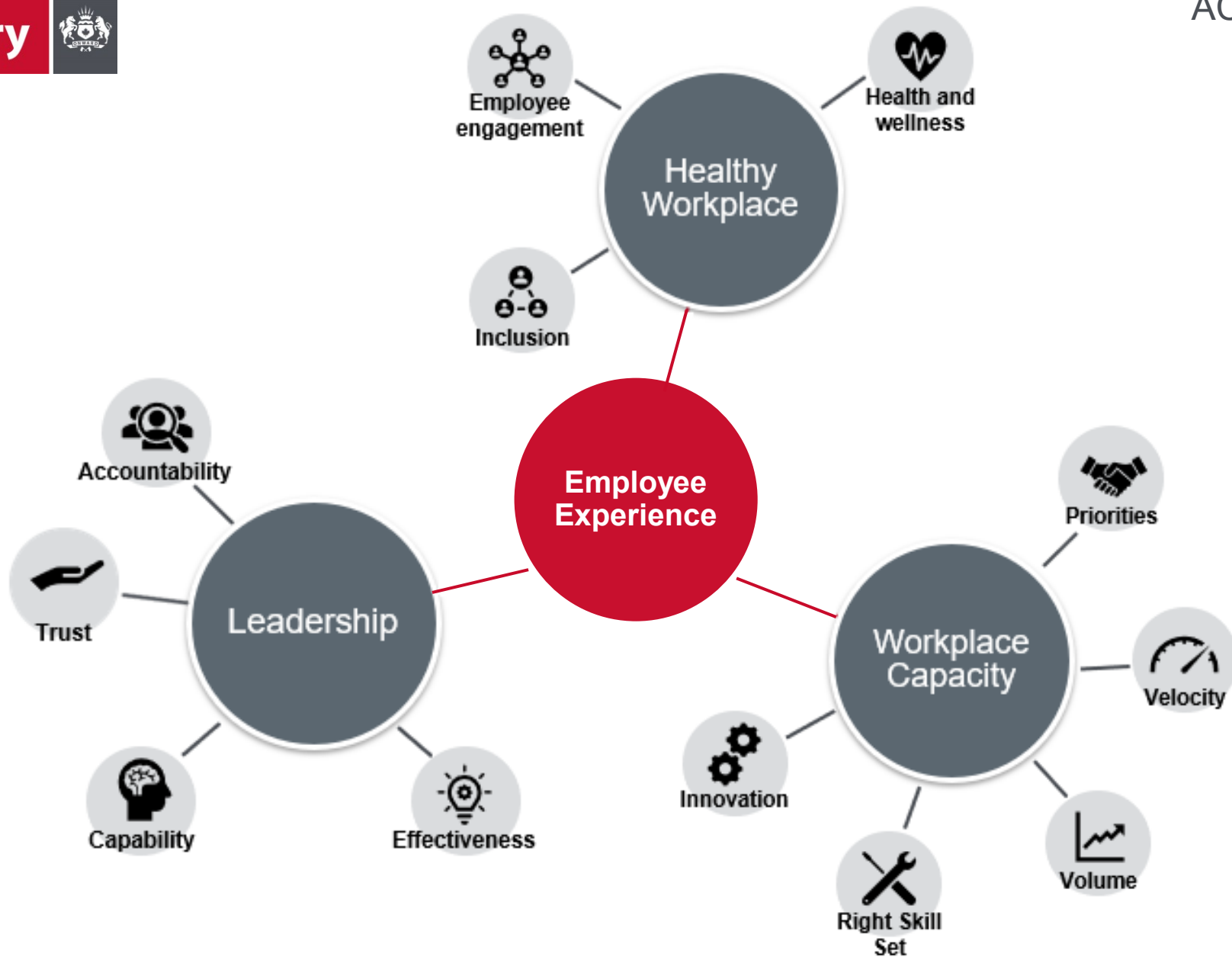
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What We Are Watching: Trends and Risks





Foundations of Our Approach

Neuroscience

- Growth vs. fixed mindset
- Unconscious Bias
- SCARF

13 factors addressing mental health in the workplace

- Mental Health Commission of Canada

Change leadership

- Mindset, behaviours, culture, systems

Corporate values and 4Cs

- Individual responsibility, collective accountability

Jurisprudence

- Labour law, case law, legislation

CFO framework

- Operator, steward, strategist, catalyst

Challenges and Opportunities

Healthy Workplace	<ul style="list-style-type: none"> • Maintaining engagement • Advancing inclusion • Reducing stigma • Capacity • Learning and Development
Leadership	<ul style="list-style-type: none"> • Required skill set • Ability to lead change • Creating and sustaining a healthy workplace and capacity • Priorities • Challenge to be a strategist • Individual Performance Development
Workplace Capacity	<ul style="list-style-type: none"> • Balancing operator, steward, strategist, and catalyst work • Priorities • Culture • Attraction and retention • Aligning to new service lines • Economic environment • Demographics



Thank you

