



HUMAN RESOURCE COMMITTEE REPORT NOVEMBER 7, 2016

Committee Members

Lisa Ferdinand, Committee Co-Chair
Gary Nash, Director Internal Audit, Bell
Erik Wachman, Board Member, Committee Co-Chair
Robert Wesley, VP Human Resources, City of Toronto

Committee Meetings

1. December 1, 2015, conference call @ 12:00pm
2. February 17, 2016, conference call @ 11:00am
3. May 24, 2016, individual calls
4. August 18, 2016, conference call @ 12:00pm
5. September 14, 2016, conference call @ 12:00pm
6. October 19, 2016, conference call @ 12:00pm
7. October 21, 2016, conference call @ 12:00pm

Attendance at Committee Meeting(s)

Lisa Ferdinand	(6/6)
Gary Nash	(6/6)
Erik Wachman	(6/6)
Robert Wesley	(5/6)

Summary

The committee reviewed, recommended and oversaw specific human resources initiatives aligned with AO's organizational structure, vision, mission and strategic priorities. Much of the work undertaken by the Committee this year focused updating and amending committee policies, developing a performance management framework and recruiting a new Executive Director.

Issues

Agenda Meeting Focus

- Managing the hiring process of new staff
- HR Policy review and amendments
- Staff Performance Management

Accomplishments

- Meet with staff to discuss and consider HR Policy revisions
- Media Relations and Communications Lead; Coordinator for Coaching & Athlete Development; Bookkeeper; and Road Running Coordinator hired



- HR Policy amended
- Developed Personal Performance Plan for staff

Goals Not Yet Met

- Implement Performance Management program
- Hire new Executive Director

Near-Term Plans

The Committee plans to complete and implement the performance management program by the January 2017. The committee is also looking to finalize the hiring of a new Executive Director by the AGM (if possible)

Formal Motions to the Board

The HR Committee requested that the Board to approve amendments to AO HR Policy and Employee Handbook.

Respectfully Submitted,

Erik Wachman
Human Resources Committee, Co-Chair

cc: HR Committee