Strategic Priorities

Recruitment

Recruitment is currently a strategic priority for Human Resources at U of G. Our focus is to develop leading practices in the attraction and selection of outstanding, diverse talent.

Partnerships inside and outside the university are key to accomplishing our objectives. HR Consultants are working closely with Hiring Managers across the university to identify the best resources and most effective policies, processes and procedures to support successful hiring decisions, including strategic outreach to expand and diversify the applicant pool.

Health and Well-Being

According to Statistics Canada, 15 million Canadians spend half of their waking hours at work. As a result, the work environment is bound to have tremendous influence on physical, mental and social well-being.

Human Resources at U of G is committed to ensuring a supportive and healthy culture that includes effective communication, engaging programs and reliable support systems. We are working to help managers understand what they can do to support their employees in achieving a more balanced, productive and healthy lifestyle. We provide opportunities for faculty and staff to get actively involved in their personal health and well-being.

To learn more about health and wellness initiatives at the University of Guelph including how to effectively manage an injury or illness, ergonomics, mental health awareness, occupational health surveillance programs, campus wellness inventory [1], and numerous other fitness and health initiatives please visit:

- Employee Health & Wellness section for managers [2]
- Health & Well-being section for staff & faculty [3]

Focus on Performance

Human Resources at U of G is committed to supporting the growth and development of employees through effective performance planning, assessment and development. A key element of this focus is the translation of U of G, College and Departmental plans into team and individual goals and competencies to ensure employees are able to contribute in a meaningful fashion.

G.O.A.L. [4] (Generating Ongoing Achievement and Learning) is a customized, strategic performance planning, assessment and development framework developed by Human Resources to promote a positive and consistent approach to ensuring that individual UofG employees’ efforts are focused on the priorities and strategies. G.O.A.L. has built in activities which recognizes the accomplishments and supports the professional development of U of G employees. Learn more about G.O.A.L. [4]

Leader Support

U of G Human Resources recognizes that U of G managers are responsible for human resource management of their staff. Our role is to work in strategic partnership with managers, and support them in carrying out their human resource management responsibilities.
Our support strategies work to balance our expert insight and experience with hands on assistance in the context of a collaborative relationship. We seek to provide best practice HR tools and consultation and develop the capacity of client managers to understand the full nature of the work for which they are responsible and expand their skills to respond appropriately to the challenges they face.

- Learn more about our HR Consultants and the services they provide to leaders [5]
- Gain insight into the role of Staff Relations [6]
- Learn more about Consulting Services for Leaders [7]

**Employee Engagement**

Employee engagement is about creating an environment that enables an employee to contribute the best of who they are at work. It is the result of attending to multiple dimensions that impact how an employee feels connected to their job, their team or unit and the organization.

U of G Human Resources has identified employee engagement as a strategic priority. It is our belief that the combined efforts of work in performance, recruitment, leader support and health and well-being will help to generate the kind of environment that engages employees.

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**Links**

[1] https://dev.web.uoguelph.ca/hr/system/files/2010%20Wellness%20Inventory_0.pdf
[2] https://www.uoguelph.ca/hr/node/54/
[3] https://www.uoguelph.ca/hr/node/14/
[4] https://www.uoguelph.ca/hr/node/45/
[5] https://www.uoguelph.ca/hr/node/107/
[6] https://www.uoguelph.ca/hr/node/103/
[7] https://www.uoguelph.ca/hr/node/121/