Strategic Priorities

Aligned to the University of Guelph’s Strategic Framework, Human Resources has identified 5 distinct areas of focus:

**Build Leadership and Management Capacity**

- Provide learning opportunities to employees to ensure key job related skills are developed/strengthened.
- Provide development opportunities to meet learner’s changing needs
- Build knowledge sharing partnerships with other academic institutions to ensure we are maximizing our use of resources.

**Develop Leading Practices in Workplace Planning, Performance and Talent Management**

- Develop a workforce planning/succession framework that will support strategic decision making.
- Refresh/renewal of the current GOAL performance management program to ensure the effectiveness of this program.
- Update the Job Evaluation Maintenance plan and strategy to ensure the University continues to meet legislative requirements and compensate employees in a fair, competitive and consistent manner.
- Strategize current issues/priorities for negotiations to develop supporting analytics that will ensure principled choices are transparent and accountable.
Develop Leading Practices in the Attraction, Recruitment and Retention of Outstanding, Diverse Talent

- Develop and implement health and safety awareness training matrix to ensure effective tracking of employee training.
- Establish a Healthy Workplace Advisory Group to support the education and well-being of employees.
- Provide attendance awareness foundational skill building programs to support the well-being of employees.

Enhance Services and Grow Efficiency, Effectiveness and Strategic Capability

- Implement an updated Human Resources Management Information System.
- Knowledge mobilization/transfer between unit administrative assistants to ensure necessary coverage during unplanned absences and vacations.
- Identify and establish service metrics to enhance the University’s access to comparable sector data.
- Process improvement culture through the identification of a departmental SOP template.
- Participate in website remediation that will ensure we are providing information that is relevant and up to date and compliant with AODA standards.
- Implement an updated registration system that will provide access to user information to meet our learner’s changing needs.

Develop Leading Practices in the Attraction, Recruitment and Retention of Outstanding and Diverse Talent

- Develop a talent acquisition framework that reflects recruiting and hiring principles and better practices.
- Implement a recruitment software solution that will drive efficiencies and effectiveness in the hiring process to ensure we recruit and retain top talent.
- Develop an employee handbook and compensation framework for grant and trust funded employees.
- Develop a senior executive compensation framework.

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