

ODP ON A PAGE

The purpose of the Organizational Development Plan (ODP) is to ensure organizational resilience by building a culture that is engaged, responsive, adaptive and aligned with corporate priorities and our service delivery mandate.

The ODP is made up of two distinct strategies — strengthening our foundational core and engaging our employees — each of which is supported by four goals. To achieve these goals and their desired

outcomes, we will undertake specific actions, which will be regularly updated to reflect our commitment to evolve and adapt as our organization grows and responds to changing environments.



Strengthening Our Foundational Core



The following goals refine the systems and processes that make our organization function smoothly and effectively:

- ▶ an **organizational structure** that enables efficient & effective service delivery
- ▶ a corporate **planning framework** that aligns corporate priorities & service delivery
- ▶ corporate **policies** that support effective decision-making
- ▶ **systems & practices** that enable information & knowledge sharing

Engaging Our Employees



The following goals enhance the supports our employees need to deliver exceptional results for our region:

- ▶ **leadership excellence** that enhances performance & achieves results
- ▶ a **workforce** that is **valued & supported**
- ▶ the **right talent** in the right job at the right time
- ▶ employees who have a **clear understanding** of the organization & of role **expectations**

Cultural Traits

Our cultural traits reflect what we value as an organization. They were developed through an employee-driven process and are the behaviours and mindset we strive to demonstrate and apply throughout our work, no matter what our role is

at the CRD. The ODP seeks to expand awareness of our cultural traits and integrate them into our processes and support systems so all employees can be empowered to demonstrate them in their daily activities.

