

# OCAD-ME

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'M' POWER ME

(M=MANAGEMENT)

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OCADUCO

# Staff Career Path Portal

## Being Proactive not Reactive

An empowered and connected staff with career resources results in a more productive and engaged workplace.

## Impact Other Stakeholders

Access to others' skills and institutional knowledge allows for greater community awareness



Simple Visualization or Diagram

## Career Counseling

Building on personal goals and job descriptions leads to greater autonomy and agency within roles

## Skills Bank

Sharing skills and knowledge across the institution builds relationships, reduces redundancies and allows for possible mobility and flexibility within job roles

WHY

# People First

## TRENDS



### Employee Empowerment

Staff gain career counseling based on goals, and can better understand expectations and career trajectory, thus being more productive in their roles

## TRENDS



### Career Fulfillment

Investing in staff builds on reputation as valued staff see a future at the institution rather than limitations

WHY

# Keep Moving Forward

## TRENDS



### Organizational Excellence

As an innovative and progressive institution, we can attract the best candidates, and retain the best

## TRENDS



### Organizational productivity

Having valued staff increases their productivity, but having networked staff allows for holes to be filled with internal underutilized excellence versus hiring external

WHY

# We Believe in You

## TRENDS



### Personalized Experience

Connecting with individuals and departments will allow for a more inclusive and effective work environment, staff thus can develop their career paths

## TRENDS



### Job Security and Well-Being

Employees who feel valued are healthier, more productive and engaged

# Repurpose Student Progression Portal

By using an existing portal, establish the career goals, timeline, progression tools for a pilot implementation for staff of several non-student facing interconnected units, such as Development, M&C and Government Relations. Use proven best practices from other organizations (SWOT analysis)

+ **The Ask:** To implement a pilot launch:

- IT support
- Dedicated budget
- commitment from Senior Management

through surveys and self-studies; and evidence of efficiency through performance reviews, higher staff retention and fewer grievances

+ **Measurements:** Measure effectiveness

**Thank You.**