

# OCAD U Passport – Employee Mobility Program

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FOSTERING A HOLISTIC PICTURE OF THE UNIVERSITY THROUGH  
INTERDEPARTMENTAL EXCHANGES

Alan Harnum, Gerald Grison, Kanyika Yorke,  
Melanie Hope, Laura Penny



OCADUCO

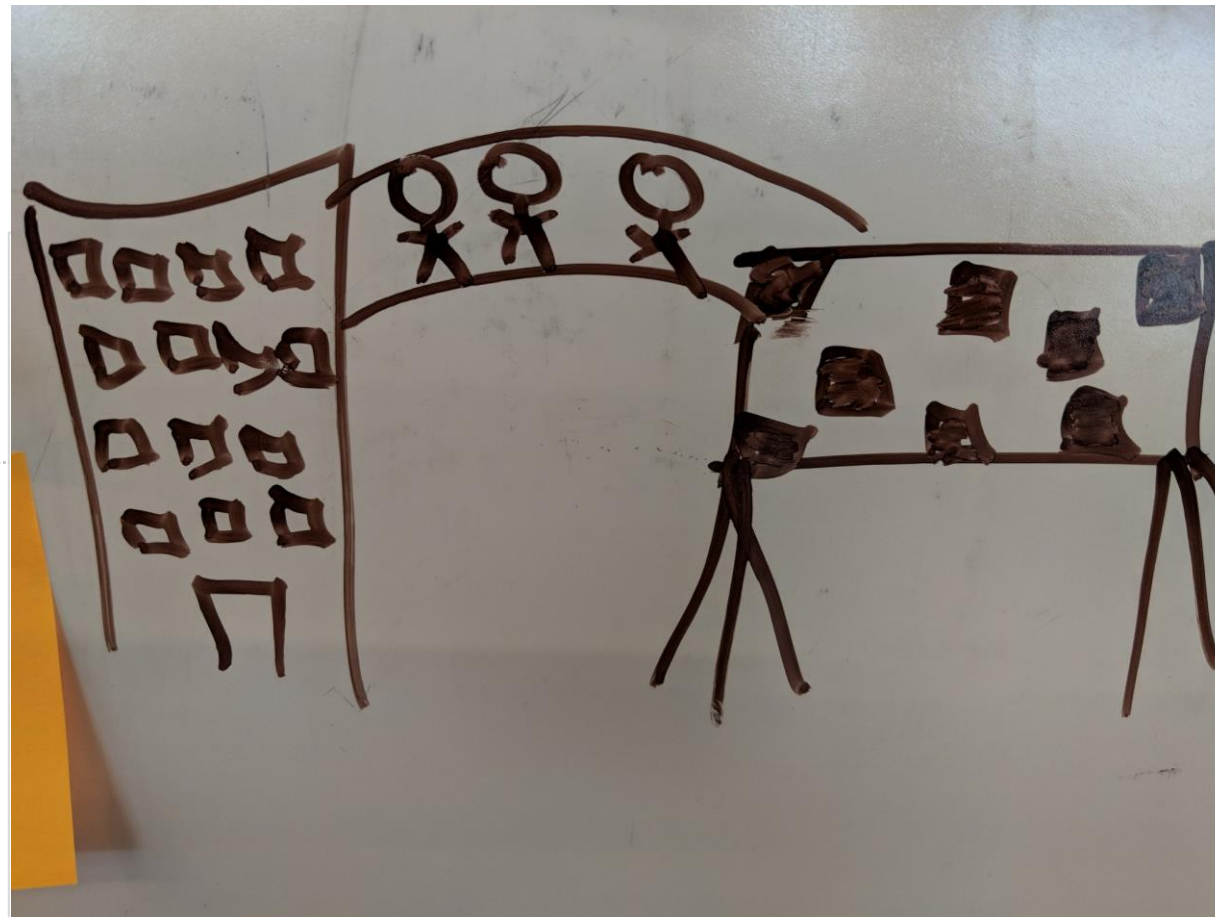
# The Big Idea

## Departmental Exchanges

Employees visit other departments and receive an orientation by a host to the work environment of the department and where it fits into OCAD U's mission.

## Impacts

More well-rounded employees with knowledge of departments other than their own. A more holistic institution with better capacity for interdepartmental cooperation and collaboration.

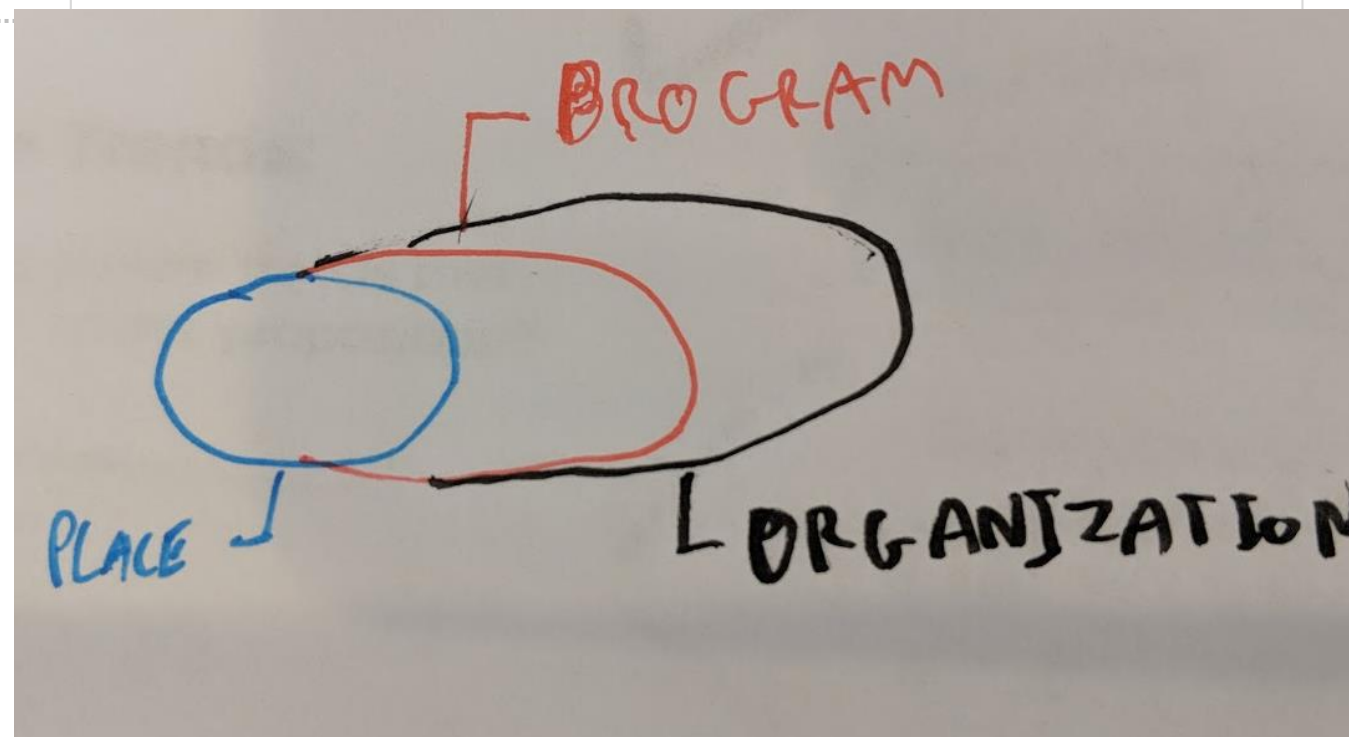


## Orient New Employees

New employees go on a rotation program through the departments most immediately relevant to their work.

## Engage Existing Employees

Existing employees become gain a familiarity with other units, the people who work in them, and the work they do.



WHY

# The Opportunity

## TRENDS



- Systems Thinking
- T-Shaped Employees
- Flattened Organizations & Hierarchies

## NEEDS



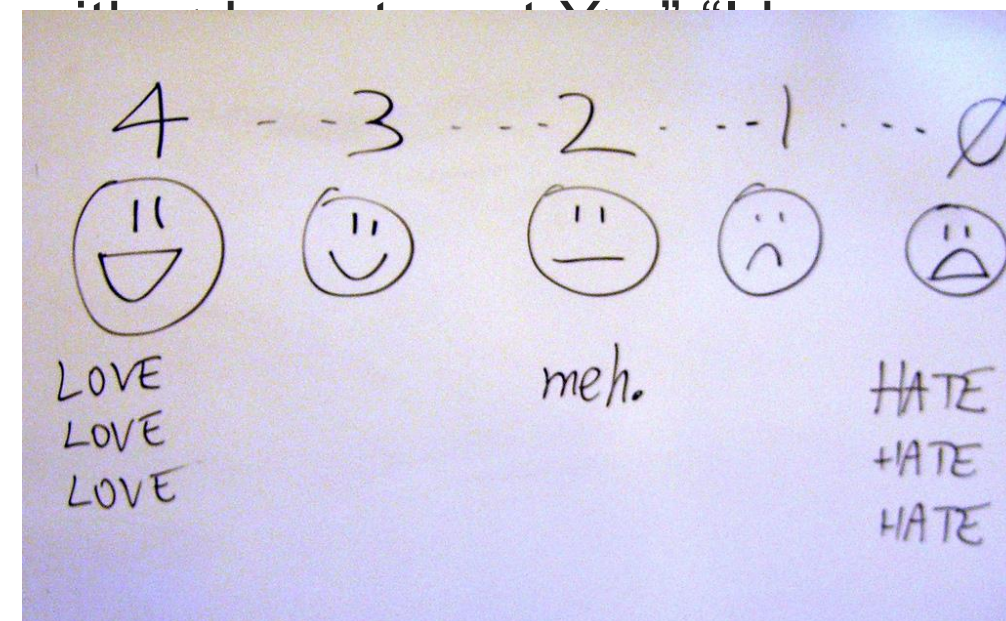
- Community Building
- Interdepartment Efficiency

# The Experiment

Five departments will each provide one guest and one host, to visit each other for half-day orientation. Aim to assess how this might **help foster relationships and a sense of community** and **help the organization save money.**

- + **The Ask:** 10 people, half day commitment each. Half day of preparation for the 5 hosts. Incidental time of others in department to support visit. Coordination by HR “travel agent”.
- + **Measurements:** Before and after survey of guest and host. Likert Scale to assess before and after familiarity, experience, value. Example questions: “I know <department X>

does.” “I have a sense of how to collaborate with colleagues”



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**Thank You.**