

# 2023-2026 Council Strategic Priorities

## Operational Tactics

Tactic	Description	Status and Timing
<p><b>Corporate Business Plans</b></p> <ul style="list-style-type: none"> <li>Will provide staff with a guiding plan for the operational day to day work that drives the organization into the future.</li> </ul>	<ul style="list-style-type: none"> <li>Business plans will be created for each department and division across the Region.</li> <li>Business plans include initiatives that contribute to workplans for departments and divisions. These business plans implement the Strategic Priorities and serve to implement the capital and operating budgets.</li> </ul>	<p>In Progress</p> <p>Planned Completion Q2 2024</p>
<p><b>Strategic Priority Oversight Teams (SPOT)</b></p> <ul style="list-style-type: none"> <li>Teams provide a structured approach for priority setting, managing progress of the key activities and developing and reporting on implementation of the Council Strategic Priorities and the corporate performance measures.</li> <li>The teams ensure a cross-corporate lens on Strategic Priority deliverables, promote corporate-wide accountability, encourage teamwork and departmental information sharing and will provide</li> </ul>	<ul style="list-style-type: none"> <li>Four teams have been formed to ensure oversight of the progress towards completion of the Strategic Priorities.</li> <li>SPOT teams will meet throughout the year to discuss progress on implementation of the Priorities.</li> <li>Deliverables and performance measures will be identified.</li> <li>Progress updates on actions will be updated by SPOT team members or supporting staff into the Envisio tool.</li> </ul>	<p>Launched in January 2023</p> <p>Ongoing</p>

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Council with timely updates showcasing successes and challenges.		
<b>Council Staff Report Template</b>	<ul style="list-style-type: none"> <li>Staff will review the current Council staff report template and determine methods to integrate content on considerations of the Council Strategic Priorities' guiding principles and lenses into staff recommendations and Council decision making.</li> </ul>	Q4 2024
<b>Non-Union Leaders Performance Objectives</b>	<ul style="list-style-type: none"> <li>For 2024, People Leaders will have a corporate-wide shared objective to champion, align and implement the Council Strategic Priorities.</li> </ul>	Complete
<b>Leadership Summit</b>	<ul style="list-style-type: none"> <li>Host a People Leaders summit for all leadership staff in the organization focused on the Council Strategic Priorities.</li> </ul>	In progress Event planned for March 26
<b>Reporting Framework</b>	<ul style="list-style-type: none"> <li>Develop a standard report framework to demonstrate to Council how the Council Strategic Priorities are progressing.</li> <li>Reporting on Council Strategic Priorities to coincide with year-in finance reports.</li> <li>Develop a Council Strategic Priorities public dashboard to showcase outputs and outcomes</li> </ul>	In progress

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	accomplished. Performance Measures and analytics will be included.	
<b>Annual Budget Alignment</b>	<ul style="list-style-type: none"> <li>• Council Strategic Priorities will be integrated into the budget development process.</li> <li>• Communicate how the Priorities drive operating and capital budget decisions and resource requirements</li> </ul>	In progress

## Communication Tactics

Tactic	Description	Status and Timing
<b>Growing Better Together Brand</b>	Develop a new “Growing Better Together” brand including a narrative to support the project.	Complete
<b>Internal Communications and Workplace Tools</b>	Develop digital and traditional graphic assets to further promote the “Growing Better Together” brand as well as provide staff with additional resources to incorporate the Council Strategic Priorities into their everyday work.	In progress
<b>External Communications</b>	Promote Council Strategic Priorities updates and milestones to key interested parties using digital and traditional communications channels.	Ongoing