

# Talent Attraction, Retention and Growth from Within: The **Net Better Off** Leadership Approach

## Financial

Fair, competitive compensation strategies  
Equal opportunity for advancements/earning potential



Successes	Opportunities
<ul style="list-style-type: none"> <li>Strong bargaining relations</li> <li>Internal Equity established</li> <li>Informal succession planning</li> </ul>	<ul style="list-style-type: none"> <li>Confirmation of Competitiveness (Market Review, lead/lag strategy)</li> <li>Modernized group benefit options</li> </ul>

## Emotional & Mental

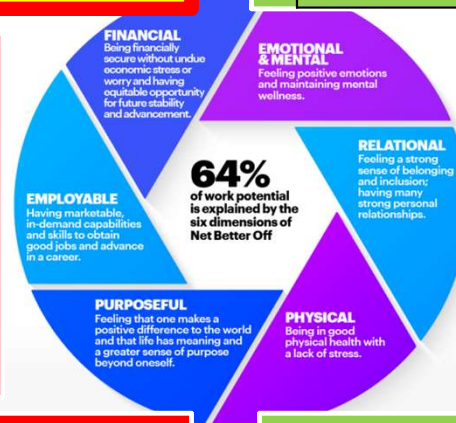
Health, Safety & Wellness Programs (Variety / inclusive)  
Demonstrated interest in employee wellness

Successes	Opportunities
<ul style="list-style-type: none"> <li>Industry led EFAP partner</li> <li>Engaged JHSCs and Wellness (HEART)</li> <li>Formal initiatives (peer support, X)</li> <li>Informal initiatives (puzzles, trivia)</li> </ul>	<ul style="list-style-type: none"> <li>Hiring for resiliency / coping</li> <li>Monitor performance against Psychological H&amp;S standards</li> <li>Support for psychological benefits</li> </ul>

## Employable

Recruiting the right people, for the right jobs, at the right time.  
Continuous development, coaching and learning to advance skills and broaden talent

Successes	Opportunities
<ul style="list-style-type: none"> <li>Leadership development</li> <li>Corporate PD programs</li> </ul>	<ul style="list-style-type: none"> <li>Marketability of ads</li> <li>Transparent recruitment process</li> <li>Enhanced training programs</li> <li>Coaching / Mentoring opportunities</li> </ul>



## Relational

Engagement within the organization / professional relations

Successes	Opportunities
<ul style="list-style-type: none"> <li>Corporate Events</li> <li>Team building through wellness initiatives</li> <li>Open-door, relaxed culture</li> </ul>	<ul style="list-style-type: none"> <li>Assess level of engagement today (staff satisfaction survey)</li> <li>Monitor impact of working remotely</li> <li>Opportunities for relations with adjacent services / contractors</li> </ul>

## Purposeful

Strong link to community, public service. Role is part of a larger team of giving back – has a purpose

Successes	Opportunities
<ul style="list-style-type: none"> <li>Natural tie by municipal work (public interactions)</li> <li>Charitable Donations</li> <li>Give a Day Your Way program</li> </ul>	<ul style="list-style-type: none"> <li>Focus through recruitment &amp; orientation</li> <li>Ongoing education of the County team &amp; services, outside of individual jobs</li> <li>Showcase municipal jobs / people externally</li> </ul>

## Physical

Safety of employees at work through equipment, training and controls  
Health, Safety & Wellness Programs (Variety / Inclusive)

Successes	Opportunities
<ul style="list-style-type: none"> <li>Engaged JHSCs and Wellness (HEART)</li> <li>Formal initiatives (ergonomics, injury prevention, accident review/reporting)</li> <li>Informal initiatives (activities, challenges, education)</li> </ul>	<ul style="list-style-type: none"> <li>Regular focus on improvements, using tools like WSIB Excellence Program</li> <li>Conscious review of safe measures</li> <li>Engage EFAP for links to physical health</li> </ul>