

Agenda Item Summary

Date of Meeting:	June 12, 2018
Presenter:	Marcia Mendes-d'Abreu
Agenda Item:	Leading a Healthy Workplace Culture
Purpose of item:¹	Share the high level findings of the report by Fletcher Consultancy and proposed next steps.
Executive Summary²:	Following up from the President's report in April, we launched our healthy workplace assessment through an initiative called <i>Leading a Healthy Workplace Culture</i> , led by Celese Fletcher of The Fletcher Consultancy. As a first step, Celese briefed the Executive Leadership Team (ELT) in April on the meaning of a healthy workplace and the proposed assessment. Next, Celese interviewed each ELT member and Margaret Kelch (HRGC Chair) to collect information on their perception of a healthy workplace. Celese compiled her findings into a report which was discussed on May 31 with the ELT. The materials provide an overview of the findings and proposed next steps.
Significant Issues, Risks and Opportunities:³	This assessment will contribute towards better understanding the health of our work environment from the ELT's point of view and to surface areas of risk and opportunity for improvement.
Materials⁴:	Memo

¹ State the purpose of the agenda item: a) Education for a strategic issue, b) soliciting Feedback, or c) a Decision/Recommendation item.

² Provide concise summary of issue, identifying why the item is important to the Board, with distilled analysis, and Management's recommendation.

³ Provide concise description of significant issues, risks and opportunities.

⁴ Materials (memo, slides, and reports) are to be concise, providing brief analysis of salient points, risks/opportunities, and Management's recommendations. If detailed report/ background information is necessary, it should be provided in an appendix with specific direction to key sections.