



Employee Communications Rollout of Annual Business Plan

Proposed Approach

A two-pronged approach is proposed for rolling out the annual business plan to employees: holding a single all-staff meeting during the week of June 12-16 followed by smaller group meetings.

Rationale

- The all-staff setting gives an opportunity for employees to, collectively, hear the organization's accomplishments and going-forward vision directly from the Chair, and for employees to hear broader questions/answers from other divisions.
- Following up with smaller-group discussions gives employees an opportunity to engage more deeply in discussions with leaders, and tailor the conversation around their specific lines of business (how does this affect me, my work?).

Logistics/Details

PART 1: ALL-STAFF MEETING

- Date: June 14 or 16
- Format: Morning event held at Cineplex theatre, coffee/juice/muffins
- Agenda (percentage time allocated):
 - *Past year.* High-level review of accomplishments (10%)
 - *Year ahead.* Major goals based on streamlined scorecard (e.g. taking consumer engagement to next level, AMR) and what success will look like (50%)
 - *State of the Environment/Environmental scan/context.* How the government's Fair Hydro Plan and looming election may affect OEB (30%)
 - *Going forward, ongoing dialogue* - All-staff is a first step in an ongoing dialogue, will be having informal meetings with smaller groups (10%)

PART 2: SMALLER GROUP DISCUSSIONS

- Date: following all-staff, TBD
- Format: Informal, Q/A style. Two options for groupings:
 - *By Division.* Discussions can be tailored to that specific line of work.
 - *By Cross-functional groupings.* Gives an opportunity for people to hear top-of-mind issues from different perspectives/areas of work within the organization. More complicated logistically, but potentially better value.
- Agenda
 - Informal. Questions/issues solicited from VPs and managers in advance about top-of-mind issues.

*Prepared by Public Affairs and Office of the Chair
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