



As business strategy is the foundation for our HR strategy, we open with a look at DFAIT's strategic business goals and our major policy challenges¹. This review concentrates on the key management challenges we face over the next three years; for it is these business-oriented management challenges that drive our HR strategy. In the end, it comes down to people. As Donald Campbell stated in his 1998 New Year's address to all staff:

In recent years we have had to do more with less. We are hopefully now entering a period of budgetary stability. But the challenges of improving service to Canadians through our network of 159 missions and offices abroad and strengthening the quality and timeliness of our policy advice to the Government remain. In meeting these challenges now and in the future, the members of our Department - rotational and non-rotational, Canada-based and locally-engaged - remain our most precious resource.

3.1 STRATEGIC BUSINESS GOALS

The Department remains committed to the strategic goals expressed in *Canada in the World*:

- the promotion of our prosperity and employment,
- the maintenance of international peace and security,
- the promotion of Canadian values and culture abroad, and
- the provision of quality services to Canadians.

We will continue to pursue these goals by management of our activities over our eight business lines. These business lines are the means of channelling DFAIT's efforts towards the Government's priorities. The current top priority is jobs and growth, contributed to directly by a number of DFAIT business lines, but we will continue to respond flexibly to changing Government priorities, as needs dictate.

¹ This section is condensed from DFAIT's business plan for FY 1997/98, which can be found on the DFAIT intranet SMD site. Appendix A contains a brief overview of DFAIT's business purposes and organisation.