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# Putting People First



## YOU WILL BE HEARING FROM US

Your Human Resources (HR) team has developed a **3-Year Action Plan** detailing how we will help DFAIT address "people issues". This communiqué highlights what has been done to-date and what HR is committed to doing over the next three years. We plan to share "report cards" on our progress. Check our web-site.

## WE WANT TO HEAR FROM YOU

Your feedback is key to our success. We look forward to hearing from you at our E-mail feedback address:

Human Resources Opinions Ressources humaines

*Suzanne Laporte*

ADM, Human Resources

## From Intentions to Specifics

*The Human Resources Strategy set three broad goals to help DFAIT achieve organizational excellence. Human Resources has developed a 3-Year Action Plan detailing its contribution to attaining these goals. The Action Plan reflects both the Champions' recommendations and the Public Service Survey results.*



### HR Strategy Objectives

- ◆ to create clear, accountable Human Resources Leadership throughout the Department
- ◆ to develop DFAIT's organizational capability to deliver HR programs
- ◆ to put in place a culture that enables individuals to realize their potential & a workforce which reflects Canadian society

### Champions' Recommendations

### Public Service Survey Results

### The 3-Year HR Action Plan

- A. Leadership
- B. Career Management & Development
- C. Learning
- D. Improved HR Management Services
- E. Locally Engaged Staff (LES)
- F. Enabling Culture

## Human Resources - Everyone's Responsibility

*While a strong, focused HR Sector and senior management commitment are essential, all managers and employees must take ownership of the human resource issues within their control.*

### YOUR ROLE

#### ... as an employee

Play an active part in managing your own learning, career & working relationships

#### ... as a manager

Take risks, try new behaviours & show leadership in managing your human resources

### HR's ROLE

Provide you with the tools & guidance required to manage human resource issues effectively

