

Board of Directors

January 24-25, 2012

Subject matter

- President and CEO's performance measures for 2011/2012.

Background

The Minister of Canadian Heritage has requested that the performance measures be included with the CEO's objectives as per the practice established by the Privy Council Office for the assessing the performance of Chief Executive Officers of Crown Corporations.

Information on the matter

See attached documentation.

For decision:

For information:

Prepared by

Name: **Roula Zaarour**, Vice-president, People and Culture

Date: January 19, 2012

Last discussed at the Board

Date: September 28, 2011

Decision made: Approval of revised CEO Objectives for 2011-2012

Next steps

The performance measures will be submitted to the Minister and will be used to assess the CEO's performance after the end of the fiscal year.

Resolution

THAT the Human Resources and Compensation Committee recommend to the Board of Directors the approval of the performance measures for Hubert T. Lacroix for the 2011/2012 performance cycle.

Hubert T. Lacroix Performance Plan 2011-2012

OBJECTIVES	PERFORMANCE MEASURES
1. People:	
<ul style="list-style-type: none">Continue to improve our relationship with employees and management through continued engagement, development initiatives and transparent communication.	
<ul style="list-style-type: none">Continue to ensure an open and transparent dialogue with our Unions and our employees so that they are actively engaged and support the 2015 Strategic Plan.	
<ul style="list-style-type: none">Ensure actions stemming from Dialogue Engagement Survey are implemented in a timely and appropriate manner and are aligned to the 2015 Strategic Plan.	
2. Programs:	
<ul style="list-style-type: none">Maintain and/or improve current presence on all platforms and ensure diversity of voices is reflected throughout.	
<ul style="list-style-type: none">Ensure decision-making, stemming from the 2015 Strategic Plan, is implemented in a timely and effective manner in Canada's regions.	
3. Pushing Forward:	
<ul style="list-style-type: none">Ensure the 2015 Strategic Plan is well communicated across all key stakeholder groups to obtain maximum support.	
<ul style="list-style-type: none">Ensure Corporation is positioned to deliver on its financial commitments for 2011/2012 (sustainable business model), as outlined in the 2015 Strategic Plan.	
<ul style="list-style-type: none">Continue to pursue relationship building with Board of Directors, Government officials, CRTC, industry leaders, key stakeholders.	

OBJECTIVES	PERFORMANCE MEASURES
<ul style="list-style-type: none"> Oversee the transition to HDTV in the Fall of 2011 for the Corporation. 	
<ul style="list-style-type: none"> Oversee the license renewal process in the Fall of 2011 for the Corporation. 	
<ul style="list-style-type: none"> Maintain and support the Corporation's leadership in Access To Information by improving the organizational performance of the Corporation, with a view to obtaining the highest possible rating from the Access To Information Office. 	
<ul style="list-style-type: none"> Focus on streamlining bureaucratic practices and processes to ensure we have a more nimble and flexible work environment, in line with the 2015 Strategic Plan. 	
<p>4. Requirement from the Privy Council Office</p> <p>The Privy Council Office is asking organizations that are subject to the Strategic and Operating Review (SOR) to include the following commitment in their CEO's performance agreement:</p>	
<ul style="list-style-type: none"> Support the Government's Strategic and Operating Review by identifying initiatives to improve the productivity, efficiency and effectiveness of operations and service delivery, to transform our business practices and to identify savings. 	