



## 2013-2014 PRESIDENT AND CEO'S OBJECTIVES

<b>TO:</b>	Human Resources and Governance Committee
<b>MEETING:</b>	May 14-15, 2013
<b>FROM:</b>	Roula Zaarour, Vice-president, People and Culture
<b>DECISION SOUGHT:</b>	Approval of President and CEO's objectives for 2013-2014
<b>NEXT STEPS:</b>	Submit to the Privy Council Office with formal recommendation and publish the objectives for 2013-2014
<b>DATE:</b>	May 10 <sup>th</sup> , 2013



## RESOLUTION

- That the Human Resources and Governance Committee recommends to the Board that the 2013-2014 performance objectives of Hubert T. Lacroix be approved.



# PERFORMANCE AGREEMENT AND EVALUATION FORM

<b>PERFORMANCE CYCLE:</b>	<b>FROM:</b> April 1, 2013	<b>TO:</b> March 31, 2014
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## SECTION A: PERSONAL INFORMATION

<b>NAME:</b>	Hubert T Lacroix
<b>POSITION TITLE:</b>	CEO, CBC/Radio-Canada

## SECTION B: POLICY AND PROGRAM RESULTS

Objectives that are based on the organization's corporate plan and that reflect its statutory mandate; and objectives that reflect priority areas of focus for the Government.

Objectives	Performance Measures	Results Achieved
Continue to drive efficiencies to ensure a more nimble and flexible workforce. Savings will be reinvested to support our corporate priorities and Strategy 2015.		
Continue to deliver on Strategy 2015		
Deliver on new CRTC conditions of licence		



s.19(1)  
s.21(1)(b)

<b>Narrative on Policy and Program Results</b>

**SECTION C: MANAGEMENT RESULTS**

Objectives based on financial management priorities; objectives based on human resources management priorities; objectives based on risk management priorities; and other management objectives as set by the board (infrastructure, marketing, governance, public affairs, etc.).

<b>Objectives</b>	<b>Performance Measures</b>	<b>Results Achieved</b>
Adopt a 3-year People & Culture strategic plan aligned with Strategy 2015		
Address the OAG's recommendations		
Continue to communicate effectively and constructively with employees and management through continued engagement and development initiatives.  Continue the transparent communication with the unions.		



Objectives	Performance Measures	Results Achieved
<b>Narrative on Management Results</b>		

**SECTION D: SHAREHOLDER AND STAKEHOLDER RELATIONS RESULTS**

Objectives designed to ensure productive and effective relations with the minister, the portfolio deputy minister and central agencies; and objectives designed to ensure productive and effective relations with other stakeholders as identified by the board.

Objectives	Performance Measures	Results Achieved
Continue to strengthen the relationship with Board of Directors, Government officials, CRTC, and industry leaders		

<b>Narrative on Shareholder and Stakeholder Relations Results</b>		





s.19(1)  
s.21(1)(b)

**SECTION E: LEADERSHIP RESULTS**

Objectives that demonstrate the effective display of values and ethics in addition to other leadership competencies as set by the board.

Objectives	Performance Measures	Results Achieved
Continue to focus on diversity of voices in news and current affairs programming		
Continue to drive the organization to be forward-looking and to maintain its leadership position		
Maintain and support the Corporation's leadership in the Access To Information performance		

**Narrative on Leadership Results**



**SECTION F: CORPORATE RESULTS**

These objectives should reflect a current priority of the Government and/or of Crown Corporations as a whole. The objective will be communicated on behalf of the Governor in Council on an annual basis. Performance will be evaluated and rewarded based on results obtained and the extent to which the corporation was able to contribute to the furthering of these priorities.

Objectives	Performance Measures	Results Achieved
To be determined	To be determined	

**Narrative on Corporate Results**



**SECTION G: RATINGS AND RECOMMENDATIONS**

<b>Performance Rating:</b>		
<b>Individual Commitments</b>	<b>Corporate Commitment</b>	
<input type="checkbox"/> Did Not Meet	<input type="checkbox"/> Did Not Meet	
<input type="checkbox"/> Succeeded -	<input type="checkbox"/> Succeeded -	
<input type="checkbox"/> Succeeded	<input type="checkbox"/> Succeeded	
<input type="checkbox"/> Succeeded +	<input type="checkbox"/> Succeeded +	
<input type="checkbox"/> Surpassed	<input type="checkbox"/> Surpassed	
<b>Recommended At-Risk Pay (%):</b>		
<b>Individual:</b>		
<b>Corporate:</b>		
<b>Recommended In-Range Salary Increase (%)</b>		

**SECTION G: SIGNATURES**

\_\_\_\_\_ Chairperson

\_\_\_\_\_ Date

\_\_\_\_\_ Chief Executive Officer

\_\_\_\_\_ Date

**Once completed, please forward the original to your portfolio Minister, with copies to the portfolio Deputy Minister and the Deputy Secretary to the Cabinet (Senior Personnel and Public Service Renewal), PCO.**





## APPENDIX