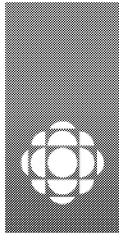




ORGANIZATIONAL DESIGN

TO:	Board of Directors Human Resources and Governance Committee
MEETING:	June 21 st – 22 nd , 2016
FROM:	Josée Girard, Vice-President, People and Culture
PURPOSE:	Update on Organizational Design
DATE:	June 10 th , 2016



SIGNIFICANT POINTS

s.21(1)(a)
s.21(1)(b)
s.21(1)(d)

We continue to make significant progress on the OD Transformation project.

The focus in 2015-16 was on establishing the new organizational structure through:

- Bringing together core aspects of Finance, Production, and Infrastructure.
- Eliminating unnecessary silos and duplication while protecting the unique brands, cultures, and audiences served by our Media Lines.
- Institutionalizing cross-Media-Line teams, through structure and governance, and applying the best solutions across the entire enterprise.

In April, we began to transition from a

- For all components except MTIS, [redacted] has transitioned the remaining work to internal CBC resources.
- [redacted] continues to play a role in MTIS

■

- Finance has established five core projects that will enable the Finance transformation. These projects are well underway.
- A Strategic Delivery Team has been created.



STATUS UPDATE (cont'd)

French Services	<ul style="list-style-type: none">▪ L4 Structure changes have been finalized Changes have been made to Radio and Regions: Patricia Pleszczynska is now Executive director for Radio and Music, and Marco Dubé, Executive Director for regions.▪ News: L4 and L5 have been reviewed and confirmed. News work streams are underway.▪ Service level between MTIS and French Services regions has been established and key points for contact confirmed.
Finance	<ul style="list-style-type: none">▪ Shared Services: Workshops completed and solutions identified.▪ Planning, budgeting and forecasting: Implementation underway of 11 sub-projects, led by Finance leaders, supported by Workflow Practice. 1st Quick Win implemented - Tool to upload plan into SAP, eliminating manual data entry.▪ ES Finance integration: Communications plans underway.▪ Automated reports: Inventory complete. Consolidation, translation and needs analysis underway.▪▪
People and Culture	<ul style="list-style-type: none">▪ L4 design complete. Structure communicated.▪ Transformation roadmap to be developed in Q4.