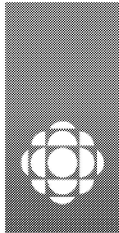




2014-2015 PRESIDENT AND CEO'S PERFORMANCE REVIEW

TO:	Human Resources and Governance Committee
MEETING:	May 13-14, 2015
DECISION SOUGHT:	Approval of President and CEO's performance review for 2014-2015
NEXT STEPS:	Submit to Private Council Office with formal recommendation
DATE:	May 1 st , 2015



RESOLUTION

- That the Human Resources and Governance Committee recommends to the Board that the 2014-2015 performance review of Hubert T. Lacroix be approved.

PERFORMANCE AGREEMENT AND EVALUATION FORM

PERFORMANCE CYCLE:	FROM: April 1, 2014	TO: March 31, 2015
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SECTION A: PERSONAL INFORMATION	
NAME:	Hubert T. Lacroix
POSITION TITLE:	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
In keeping with the goal of creating 'One Company', continue to drive productivity and innovation to ensure a more nimble and flexible workforce, with the view to support our programming needs.		



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(once completed)

Objectives	Performance Measures	Results Achieved



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Objectives	Performance Measures	Results Achieved
Deliver on the final year of Strategy 2015.		
Deliver a new 5-year Strategic Plan that would allow CBC/R-C to deliver on its mandate in an evolving environment.		



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(once completed)

Objectives	Performance Measures	Results Achieved

Narrative on Policy and Program Results

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.).

Objectives	Performance Measures	Results Achieved
Address the OAG's recommendations.		
Communicate effectively and constructively with employees, management and unions through continued engagement and development initiatives.		



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Objectives	Performance Measures	Results Achieved



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(once completed)

Objectives	Performance Measures	Results Achieved

Narrative on Management Results

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
Strengthen the relationship with Board of Directors, Government officials, CRTC, and industry leaders.		



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Objectives	Performance Measures	Results Achieved

Narrative on Shareholder and Stakeholder Relations Results

SECTION E: LEADERSHIP RESULTS

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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.		



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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 renew and transform business processes through the effective implementation of cost-reduction and efficiency improvement initiatives as identified in the Deficit Reduction Action Plan and other government-wide or organizational initiatives.		

Narrative on Corporate Results



SECTION G: RATINGS AND RECOMMENDATIONS

Performance Rating:		
Individual Commitments	Corporate Commitment	
<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	
Recommended At-Risk Pay (%):		
Individual:		
Corporate:		
Recommended In-Range Salary Increase (%)		

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.

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APPENDIX



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