



# ORGANIZATION DESIGN TRANSFORMATION – PHASE 2: BOARD UPDATE

<b>TO:</b>	Board of Directors
<b>MEETING:</b>	February 24, 2016
<b>PURPOSE:</b>	To provide update on the Organization Design Transformation – Phase 2.



**CBC/RADIO-CANADA**

**Organization Design Transformation – Phase 2:  
Board Update**

February 24, 2016

*Strictly Confidential*

# PROGRESS REPORT

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# Progress Report

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

## Background

In support of the CBC/Radio-Canada 2020 Strategy, the OD Transformation program continues to make significant progress towards the objectives of elevating enterprise strategic planning capabilities, integrating technology, and establishing a cost-effective and efficient organizational structure. We are achieving this by:

- Bringing together core aspects of Finance, Production, and Infrastructure
- Eliminating unnecessary siloes and duplication while still 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
- Applying lessons learned from Private Broadcasters

## Recent Achievements

- **English & French Services:** Senior Management Teams (Level 3) and Management Team structures (Level 4) confirmed in line with guiding principles, span of control, and best practices
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- **S&PA:** Senior Management Team structure designed and communicated (Level 3); completed Current State Assessment and Preliminary Recommendations for Enterprise Strategy and Research
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- **P&C:** Senior Management Team structure (Level 3) designed and communicated; P&C continuing efforts to cascade the design to lower levels (Levels 4+)

- **OD Transformation Executive Roadmap for 2016** is being confirmed by the Senior Executive Team and will provide increased visibility and alignment towards key milestones over the coming months

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# FINANCIAL SUMMARY

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Justification of the  
as approved by SET on December 9, 2015  
based on information available at that time.

- Organizational Design (p. 5)
- Year-End Forecast (p. 6)
- Budget Impact of Proposed Change to Organizational Design (p. 7)

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Note:

s.18(b)  
s.21(1)(a)  
s.21(1)(b)  
s.21(1)(d)

# Organizational Design Approved by SET – December 9, 2015



# Organizational Design

s.18(b)  
s.21(1)(a)  
s.21(1)(b)  
s.21(1)(d)

## 2015/16 Year-End Forecast at September 2015

	Forecast	Budget	Surplus/ (Deficit)
<b>Net Position:</b>			
English Services			
French Services			
Non-Media Services			
<b>Net Position</b>			

(in millions of \$)

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# Organizational Design

## Organizational Design

s.18(b)  
s.21(1)(a)  
s.21(1)(b)  
s.21(1)(d)





# **UPDATE FINANCE AND MTIS**

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## Finance Update

s.18(b)  
s.21(1)(a)  
s.21(1)(b)  
s.21(1)(d)





## MTIS Update

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

### Progress to Date

- The **MTIS management team**, comprised of key leaders from each of the previous media organizations, is established, and is moving forward as an **integrated team** to define MTIS priorities and to champion MTIS

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### Key MTIS Milestones for 2016