



2012-2013 PRESIDENT AND CEO'S PERFORMANCE REVIEW

TO:	Human Resources and Governance Committee
MEETING:	May 14-15, 2013
FROM:	Roula Zaarour, Vice-president, People and Culture
DECISION SOUGHT:	Approval of President and CEO's performance review for 2012-2013
NEXT STEPS:	Submit to Private Council Office with formal recommendation
DATE:	May 10 th , 2013



RESOLUTION

- That the Human Resources and Governance Committee recommends to the Board that the 2012-2013 performance review of Hubert T. Lacroix be approved.



PERFORMANCE AGREEMENT AND EVALUATION FORM

PERFORMANCE CYCLE:	FROM: April 1, 2012	TO: March 31, 2013
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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
Deliver the 2 Program pillars in Strategy 2015 – “High Quality Content” and “Becoming more Canadian”		
Deliver the Digital mandate in Strategy 2015		



Objectives	Performance Measures	Results Achieved

Narrative on Policy and Program Results

SECTION C: MANAGEMENT RESULTS
<p>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.).</p>

Objectives
<p>Continue to communicate effectively and constructively with employees and management through continued engagement and development initiatives.</p> <p>Continue the transparent communication with the unions.</p>



Objectives	Performance Measures	Results Achieved



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

Objectives	Performance Measures	Results Achieved
Focus on streamlining bureaucratic practices and processes to ensure we have a more nimble and flexible work environment.		

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
Continue to pursue relationship building with Board of Directors, Government officials, CRTC, and industry leaders		

Narrative on Shareholder and Stakeholder Relations Results

Empty box for narrative on Shareholder and Stakeholder Relations Results.



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
<p>Maintain and support the Corporation's leadership in Access To Information by improving the organizational performance of the Corporation, with a view to reaching the highest rating on the statistical measures of the Office of the Information Commissioner</p>		
<p>Introduce one or more metrics to measure diversity of voices in news and current affairs programming</p>		

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 effectively implement the cost-reduction and efficiency improvement initiatives associated with DRAP and approved by CBC/Radio-Canada Board of Directors		

Narrative on Corporate Results

Empty box for narrative on corporate results.



SECTION G: RATINGS AND RECOMMENDATIONS

Performance Rating:

Individual Commitments

- Did Not Meet
- Succeeded -
- Succeeded
- Succeeded +
- Surpassed

Corporate Commitment

- Did Not Meet
- Succeeded -
- Succeeded
- Succeeded +
- 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.



APPENDIX

s.19(1)

s.21(1)(b)

**Pages 22 to / à 24
are withheld pursuant to sections
sont retenues en vertu des articles**

19(1), 21(1)(b)

**of the Access to Information Act
de la Loi de l'accès à l'information**