



# **CBC/RADIO-CANADA**

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

September 29, 2015

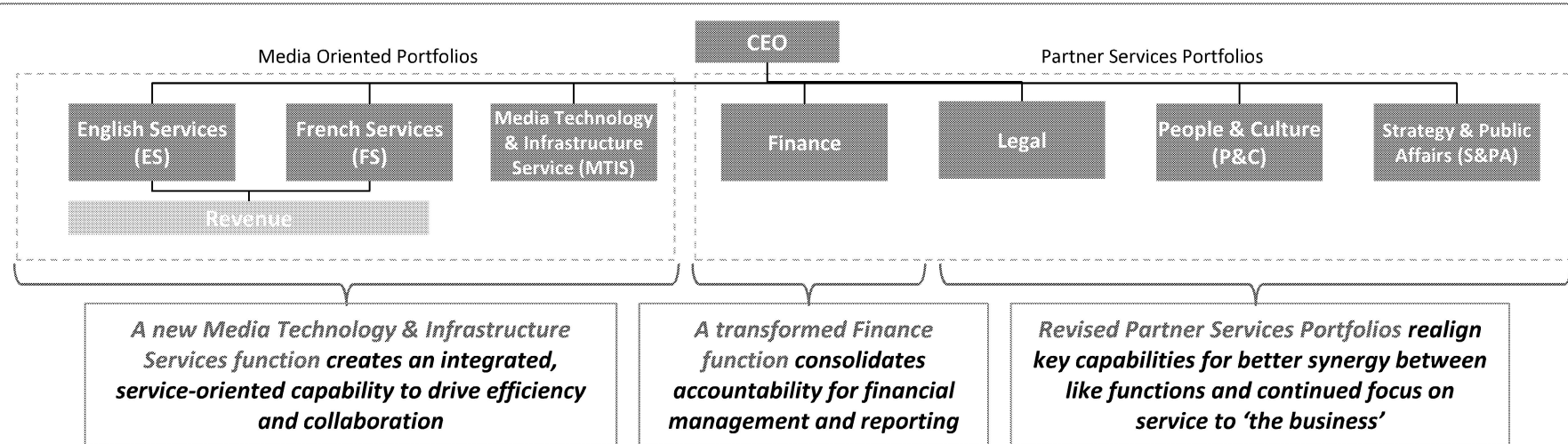
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# RECAPPING PREVIOUS BOARD UPDATE ON ORGANIZATION DESIGN

In May, an overview of the **approach for detailed design and implementation of the new model** was presented. We have since completed Phase 1 and started the first of a number detailed design and implementation waves that will move through each level of the organization.

## Confirmed / Implemented Structure



## Organization Design (OD) and Finance Transformation – Next Steps

### Phase 1 – COMPLETE

- The focus of Phase 1 was on setting up the **project governance and foundation** for the new design (approx. 3 months). Activities included:
- ✓ Engaging SET in confirming their respective SMT design
  - ✓ Engaging with key subject matter experts members on critical topics
  - ✓ Supporting CBC/RC's readiness (e.g., knowledge transfer, coordinating retention plans, supporting communications)
  - ✓ Setting up the OD program and governance
  - ✓ Conducting a Finance activity analysis

### Phase 2 – In Progress

- The focus will be on conducting **detailed design and implementation planning** Specifically:
- Facilitating design discussions with key SMEs to confirm structures
  - Continuing progress against the **Finance Transformation** plan
  - Developing and executing **change management** and **workforce transition** plans to identify and manage potential business risk
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# UPDATE ON PROGRESS AGAINST OUR PLAN

Our effort has focused on supporting the SET and SMT to

and **manage transition** to the new SET structure

## Phase 2 Process To-Date

Detailed **design and implementation planning** has so far involved:

- Establishing a **strong governance model** to manage design and transition to the new structure
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- **Aligning media / corporate executives** on the mandate and structure of MTIS |
- Completing Finance activity analysis to **confirm Finance organization structure at L3**
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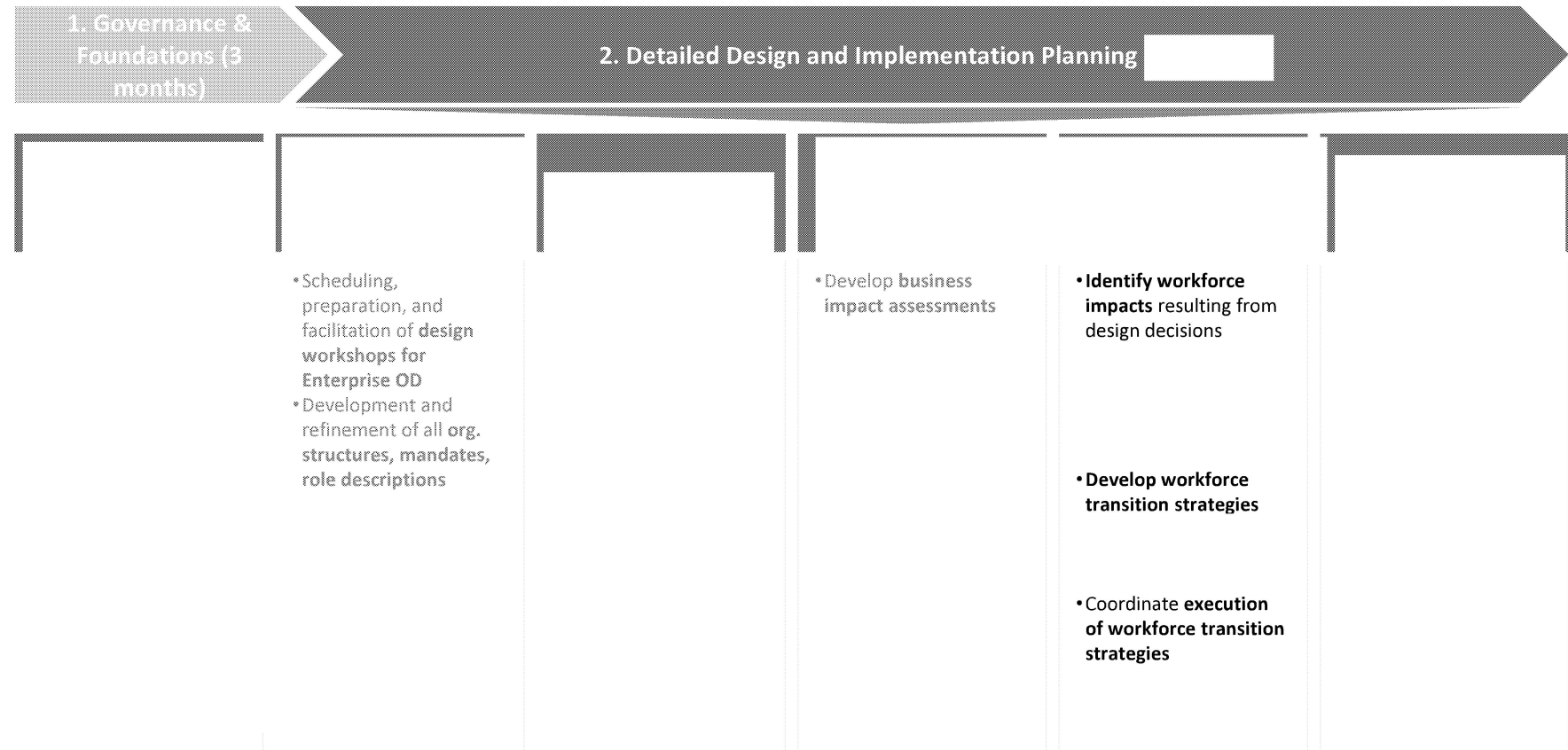
**Key Outcomes:**



# SUMMARIZING OUR FOCUS

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

## Phase 2: Detailed Design and Implementation Planning



**Legend:**

✓ Complete

• Current priority

• In progress

# PROGRAM MILESTONES:



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

*Note: The purpose of the timeline outlined above is to serve as a general guideline for the timing of organization design activities. The design of some functions may progress more quickly than others based on the size and scale of transformation.*

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# ISSUES AND MITIGATION

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

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## NEXT STEPS

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

### Immediate Next Steps

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# APPENDIX: SET STRUCTURE





# CONFIRMED SET STRUCTURE

## ORGANIZATIONAL DESIGN

### OFFICE OF THE PRESIDENT

President and CEO  
Hubert T. Lacroix  
Chief of Staff  
Stéphanie Duquette

### MEDIA

English Media  
Heather Conway  
French Media  
Louis Lalonde  
Media Solutions (Revenue)  
Jean Mongeau  
Media Technology and Infrastructure  
Steven Guiton

### PARTNERS

Finance  
Judith Purves  
Legal  
Sylvie Gadoury  
People and Culture  
Josée Girard (as of August 3)  
Strategy and Public Affairs  
Marco Dubé

