

Engaging our People

Forum

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June 2019

ENGAGED PEOPLE ARE CRUCIAL TO DELIVERING ON OUR STRATEGIC OBJECTIVES



5 Leadership Actions

**Linking Engagement to
Performance**

Continuous Dialogue

ENGAGING OUR PEOPLE

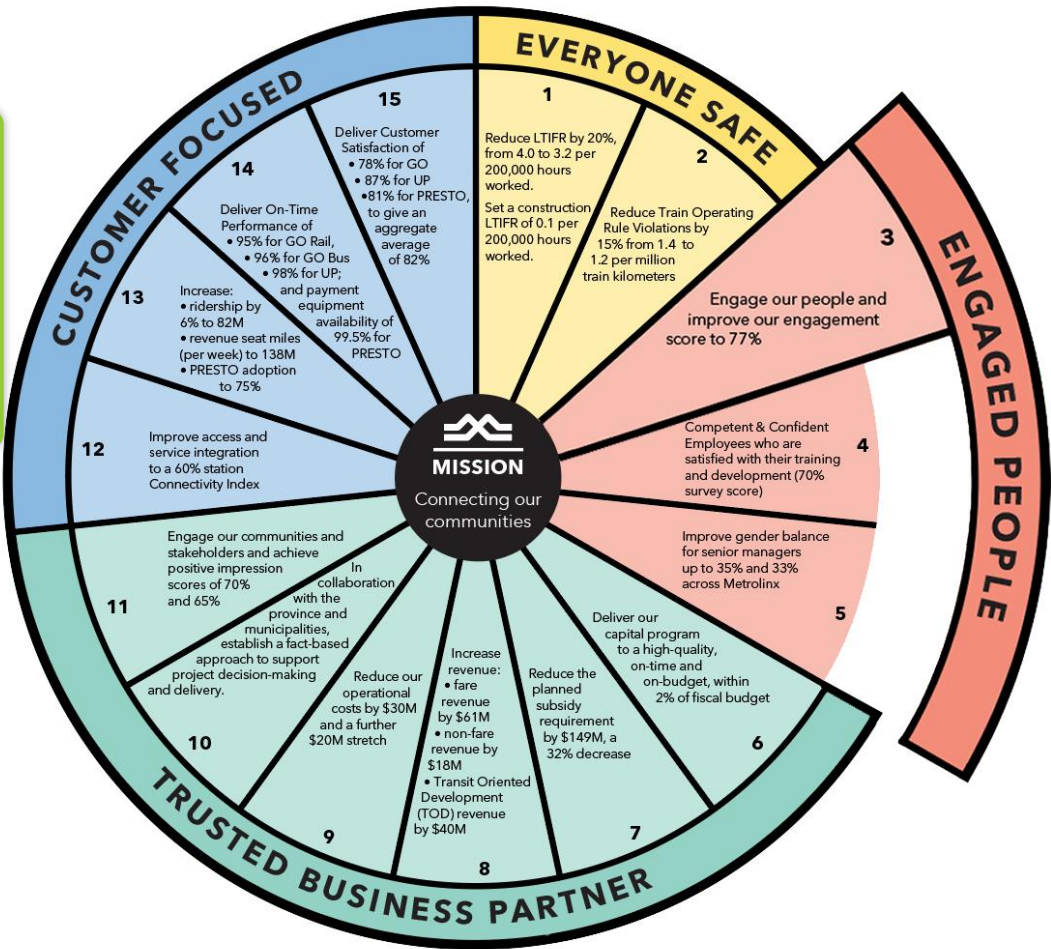
❖ Employee engagement is important to Metrolinx because engaged employees are more **productive**, more **committed** to organizational initiatives, more **willing** to go above and beyond in delivery and more likely to **stay** with us for a **meaningful** careers

Engaged Employees Embody our Values and Shape our Culture

Serve with Passion

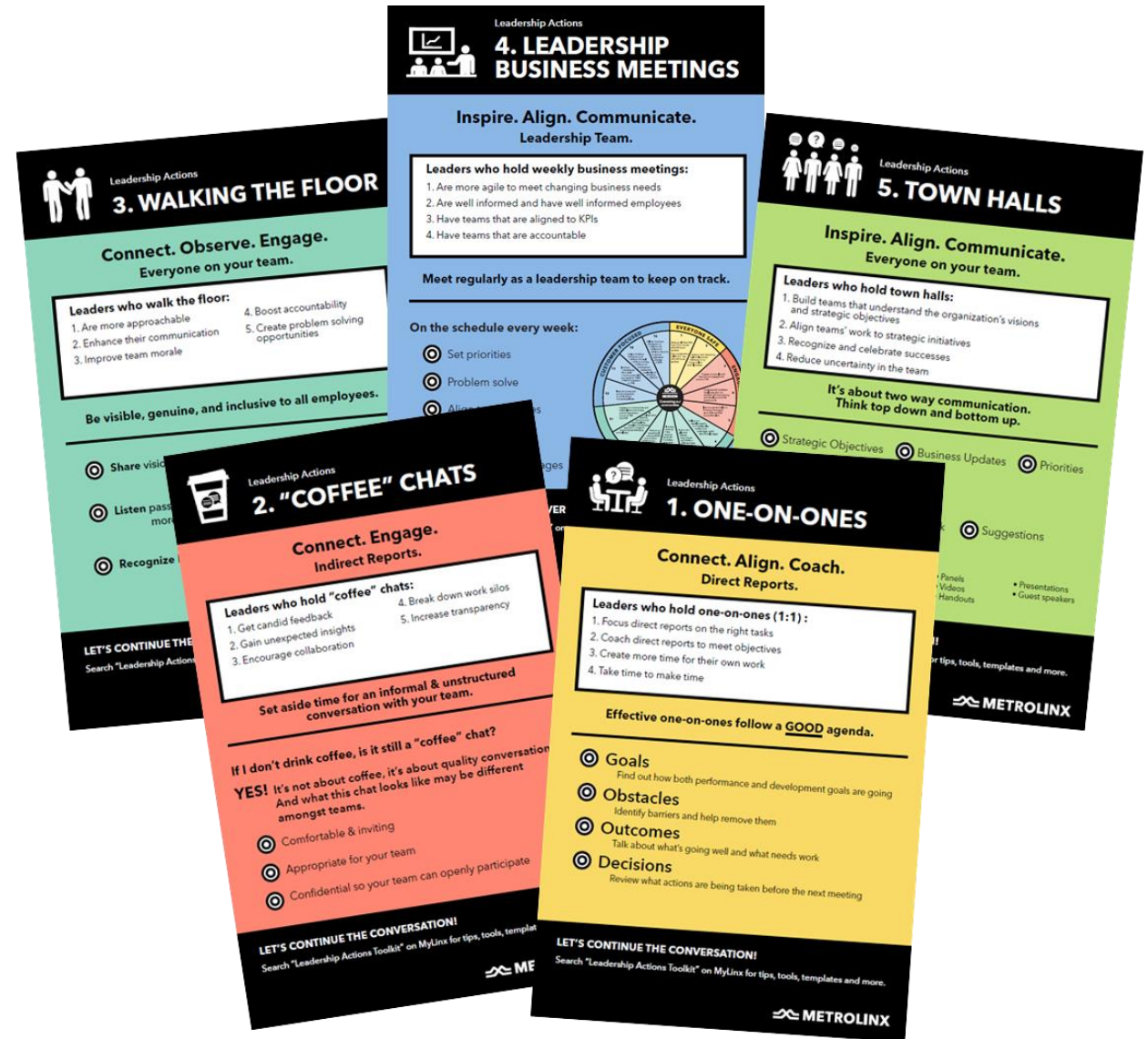
Think Forward

Play as a Team



2019 EMPLOYEE ENGAGEMENT FOCUS

- ❖ Achieved our highest ever participation rate in our annual Employee Engagement Survey
- ❖ Analysis of survey data resulted in two focus areas:
 - Introduction of our Five Leadership Actions
 - Link Leadership Actions to Pay for Performance



HOW WE ACTION AND BUILD ACCOUNTABILITY

Five Leadership Actions



One-on-Ones
Monthly



Walking the Floor
Monthly



Coffee Chats
Monthly



Leadership Business Meetings
Weekly



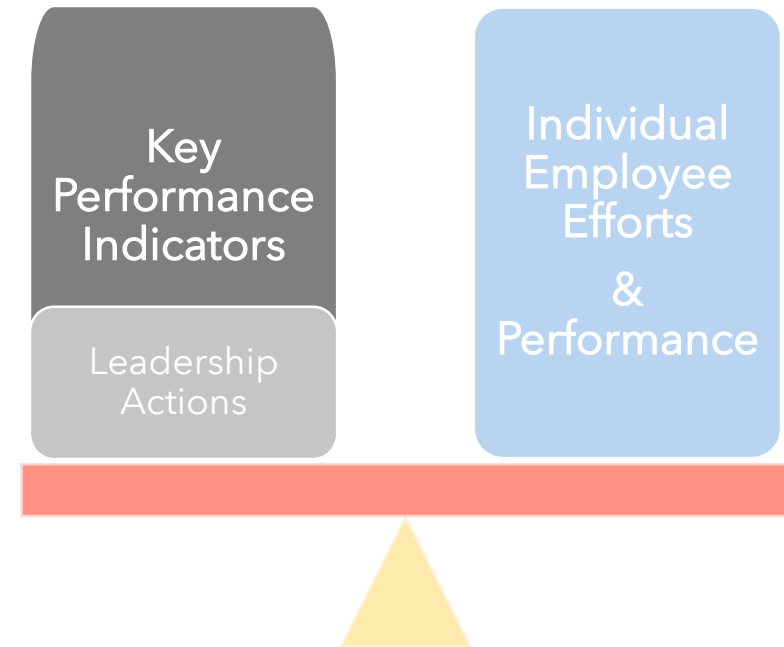
Town Halls
Quarterly

HOW WE ACTION AND BUILD ACCOUNTABILITY

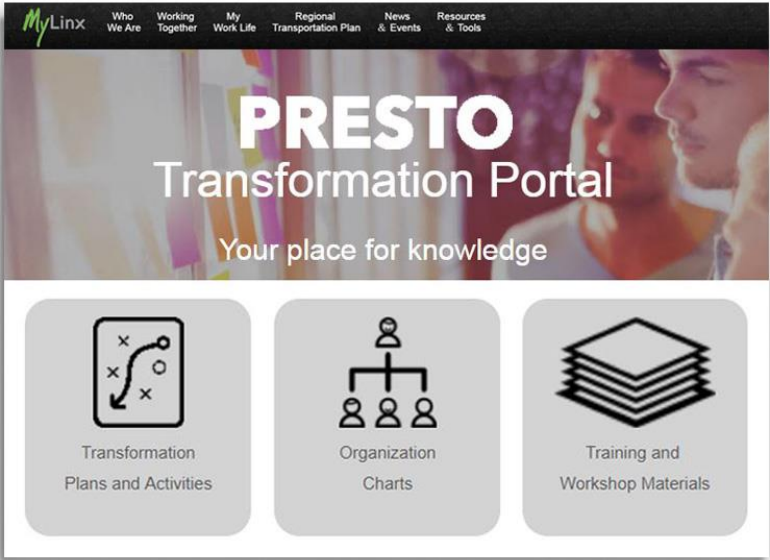
Connecting Engagement to Performance

What gets measured, gets done

- ❖ Leadership Actions Divisional Showcase
- ❖ Aligning employee efforts to organizational success
- ❖ Connecting Leadership Actions to Pay for Performance



SPOTLIGHT: PRESTO



SPOTLIGHT: HR



HR Updates
Enterprise Strategic
Objective Update



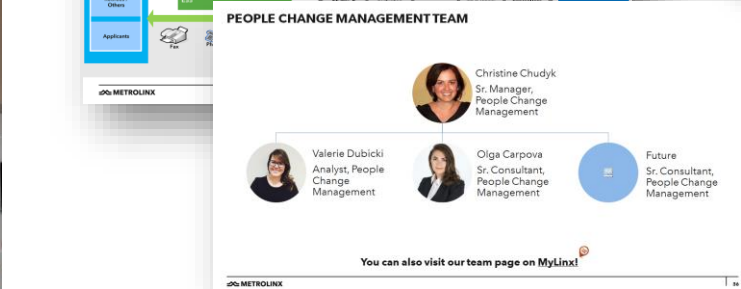
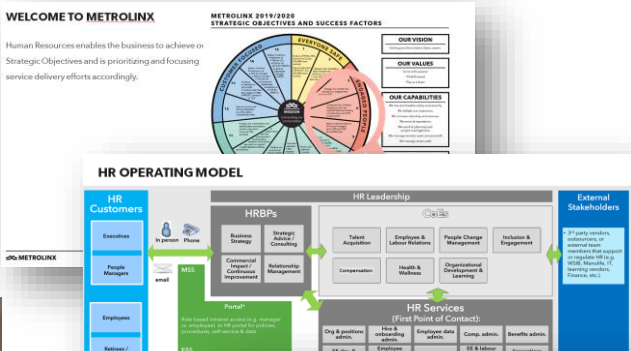
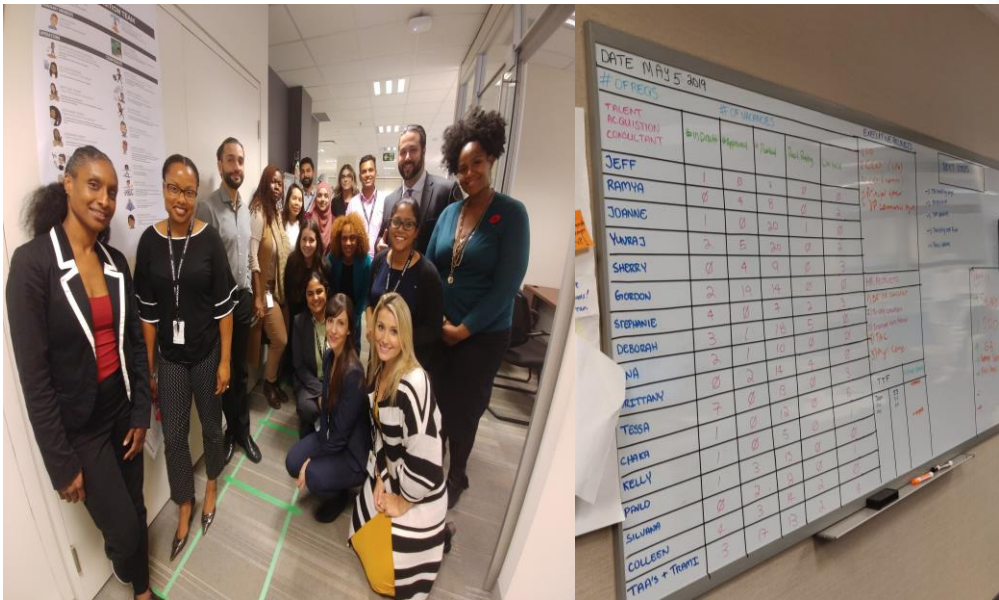
Ask Helen
Career Panel New!



Guest Speakers
Walk the Walls New!

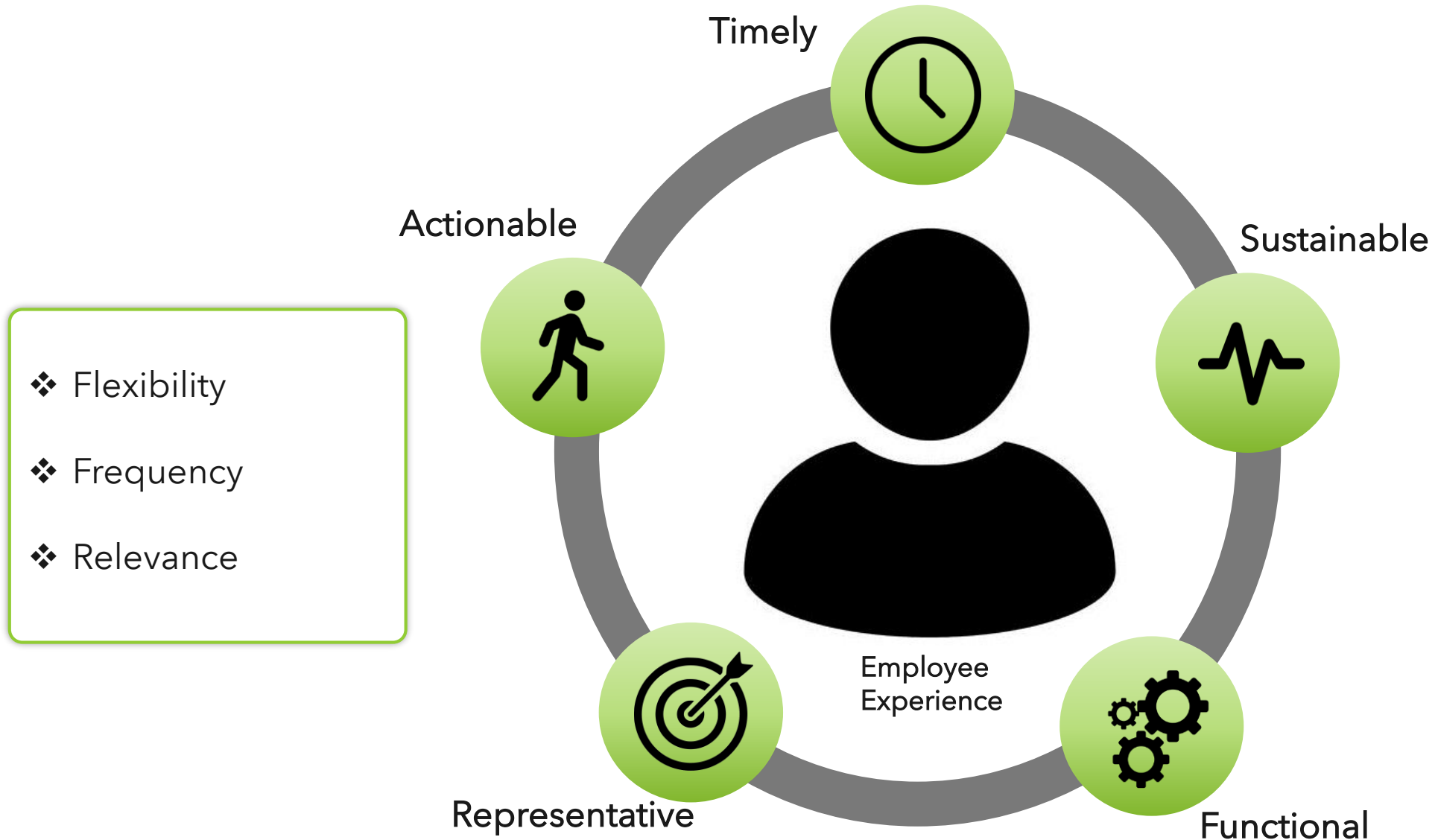


Recognition
Yammer Group New!



- Hot topics:
- Leader's career history
 - Work life balance

FUTURE STATE: CONTINUOUS DIALOGUE



**ENGAGED PEOPLE CREATE AN ENVIRONMENT
WHERE EVERYONE CAN DO THEIR BEST WORK
IN CONNECTING OUR COMMUNITIES**

