

# 2006-2007 NEWSLETTER



September 2007

Greetings, I hope this letter finds you well. As friends and colleagues, we don't have a chance to keep in touch as much as we'd like, so we use this newsletter as an annual opportunity to let you know what we've been up to.

McConnell HR Consulting Inc. is expanding; we have recently had the opportunity to welcome a new HR Consultant to our team. Alison Sargent is being kept busy on a variety of HR projects for clients. We are also pleased to announce we have moved to a new office location in Kanata. Our new address is 260 Hearst Way, Suite 603, Kanata, Ontario, K2L 3H1.

At McConnell HR Consulting, we work with organizations as their guide through the complexity of Human Resources Management and Business Transformation. We assist clients in three key areas: HR Strategy, Compensation, and Organizational Design.

Over the past twelve months we have had the opportunity to successfully respond to the challenges outlined below. We hope that you will find some of these project topics, ideas and solutions useful in *your* business.

## HR Strategy / HR Management

### Results: We streamlined and improved HR service delivery

- Assisted the IT Branch at the Canada Revenue Agency with the development of a Strategic HR Framework
- Conducted a review of HR policies, procedures and documents for the Canadian Architectural Certification Board (CACB)
- Introduced an initial HR Strategy Framework at the Canadian Commercial Corporation as well as provided ongoing Recruitment and Staffing services
- Continued to provide general HR Management services to the Canadian Pharmacists Association on an outsourcing basis; Functions include Recruitment and Staffing, Compensation, Employee Relations, Training, and Occupational Health and Safety
- Facilitated and managed the Staffing competition process for six high level positions at the Office of the Chief Scientist (OCS), Health Canada and acted as liaison between OCS and the Human Resources Branch
- Provided professional assistance to Brogan Inc. in the recruiting, selecting and hiring of a Human Resources Manager
- Conducted a successful Staffing Search for the hiring of a Manager of Human Resources at the Ottawa Mission

## Compensation

### Results: We improved the design and delivery of Compensation programs

- Continued to provide outsourced Job Evaluation services to the Canadian Medical Protective Association (CMPA)
- Conducted a technical Audit of all Job Evaluation ratings at CMPA
- Provided outsourced Job Evaluation services to the Canadian Pharmacists Association

- Conducted a Review of Executive Compensation and Performance Management at the Canadian Pharmacists Association
- Conducted a Salary Survey and recommended a new Salary Range Structure for the Canadian Automobile Association
- Conducted a major BPR review of the Job Evaluation Process at the City of Ottawa
- Provided assistance to DragonWave Inc. in the initial development of a Pay Equity Plan
- Reviewed the Compensation and Salary Administration program for the Ottawa Community Immigrant Services Organization (OCISO)
- Provided the Ottawa Mission with a Salary Survey and updated Salary Structure
- Implemented a major new Job Evaluation program for non-union staff at First Air

## Organization Design and Restructuring

**Results: We successfully facilitated a variety of organizational renewals for clients**

- Conducted an Organizational Assessment and Review for the Canadian Automobile Association
- Provided Organizational Review services to the Parent Resource Centre (PRC) of Ottawa, and made recommendations for organizational restructuring to improve service delivery
- Reviewed the Corporate Administration functions and structure at the Office of the Chief Scientist at Health Canada and proposed a new realignment of roles and responsibilities
- Assessed and defined management Roles and Responsibilities within the Digital Publishing Solutions function at the Canadian Pharmacists Association
- Conducted a significant Organizational Design Review of the Finance and Corporate Services, Programs and Planning, and External Relations functions at the Canada Foundation for Innovation, and made several recommendations for organizational restructuring

## Published Articles and Speaking Engagements

- Spoke at the November 2006 meeting of the Ottawa Human Resources Professionals Association (OHRPA) and delivered a presentation on Succession Planning
- Keynote Speaker on “Why HR” at the annual HR Student Conference at the University of Alberta in February 2007
- Published an article entitled “Why HR” in the May 2007 issue of the OHRPA magazine, “Update”
- Continued to teach the Compensation and Compensation Strategy courses for the Advanced Program in HR Management at the Rotman School of Management, University of Toronto and the Executive MBA School at the University of Ottawa
- Elected to the Board of Directors and Chair of the HR Committee at the Ottawa Boys and Girls Club
- Published an article on Organization Design in the September 2007 issue of the OHRPA “Update”

Best Wishes and Kind Regards,

*Tim*

Timothy R. McConnell, MPA, SPHR  
 Senior HR Strategist  
 McConnell HR Consulting Inc.  
 613-836-4648  
 Tim@McConnellHRC.com