



September 2004 Newsletter

Greetings: I hope that all is well with you. The purpose of this newsletter is to keep in touch and let you know what we've been up to.

At McConnell HR Consulting we work with organizations as their guide through the complexity of Human Resources management – especially with respect to HR strategy, HR issues in IM/IT and pay. We assist clients to achieve the optimal use of HR, HR Systems functionality and Compensation programs.

Over the past eighteen months we have responded to the following challenges:

Human Resources Management

Results: We assisted these clients to streamline and improve HR service delivery.

- Development of a Human Resources Strategy for the Chief Information Office (CIO) Sector, Industry Canada
- Preparation of HR Metrics and an HR Service Level Agreement, Hospitals of Ontario Pension Plan (HOOPP)
- Development of a Human Resources Strategy, Industry Sector, Industry Canada
- Assessment and Improvement of HR Operations for The Micronutrient Initiative through Confluence Consulting
- Human Resources Audit of a Crown Corporation for the Office of the Auditor General
- Creation of a Career Pathing Model for IT, Canadian Medical Protective Association
- Editing of an HR Manual for High Tech Companies, Software Human Resources Council
- Aided the Development of a Retained Organization Model for IT Outsourcing for a large insurance company, on behalf of the Gartner Group.

HR Systems

Results: We assisted these clients to make better functional use of their HR Management and Payroll systems.

- Functional development of the HR Planning and Learning Modules for the government HR web site; www.myHR.gc.ca
- HR process renewal and alignment with PeopleSoft HRMS, Communication Canada
- Development of a Service Delivery and Organization Model, HR / Payroll Project, Canadian Blood Services

- Determination of HR Functional Requirements for the Corporate Administrative System (SAP) at a large government agency – on behalf of PricewaterhouseCoopers (PWC)
- Review and Assessment of Time Entry, HR and Payroll Processes for the St. Lawrence Seaway Management Corporation – with recommendations for better efficiency

Compensation

Results: We improved the design and delivery of Compensation programs for these clients.

- Provided outsourced Job Evaluation services, Canadian Medical Protective Association
- Statistical Analysis of Compensation Data, Lockheed Martin Canada Inc.
- Analysis, Review and Preparation of Compensation Program Information for presentation to the Board of Directors, Hospitals of Ontario Pension Plan (HOOPP)
- Implementation of a new Job Evaluation and Compensation program, The Lowe-Martin Group

Published Articles and Speaking Engagements

- *HR Service Level Agreements*, OHRPA Update (September, 2003)
- *Retention Strategies for IT Professionals*, OHRPA Update (November 2003)
- Luncheon Presentation: *What's in it for Me? HR Strategies for Professional Associations*, March 17, 2004, Canadian Society for Association Executives, Ottawa.
- Taught the Compensation and Compensation Strategy courses for the Advanced Program in HR Management at the Rotman School of Management, University of Toronto

We hope that you will find some of these project topics, ideas and solutions helpful in *your* business.

Regards,

Tim

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