

# 2005-2006 NEWSLETTER



September, 2006

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 I use this newsletter as an 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 Consultant to our team. Jaime Cass, CHRP is being kept busy with the exciting projects that are underway. We have also moved to a new office location; downtown at 56 Sparks Street, Suite 510, K1P 5A9.

At McConnell HR Consulting, we work with organizations in three key areas: HR Strategy, Compensation Systems, and Organizational Restructuring.

A graphic with a white background and a blue border. At the top center is the McConnell HR Consulting logo and the website address www.McConnellHRC.com. Below this, three columns of text describe the company's services: HR Strategy, Compensation, and Organizational Restructuring. Each column includes a sub-heading and a list of bullet points.

**McConnell**  
HR CONSULTING  
www.McConnellHRC.com

**HR STRATEGY**  
*Increase the value that HR adds to your organization*

- We define HR strategies that provide direction to the HR function through effective operating models.
- We guide clients through the Succession Planning process.

**COMPENSATION**  
*Pay your people properly*

- We help clients to create, update and maintain a Compensation program that is equitable to your employees and in line with your corporate budget.

**ORGANIZATIONAL RESTRUCTURING**  
*Restructure to meet changing requirements*

- We assist and advise through planning and implementation.
- We resolve HR issues such as organizational design, position management, staff allocation, and employee communication.

Over the past year 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

- Completed the HR Transition Plan for the Global Alliance for Improved Nutrition (GAIN) in Geneva, Switzerland—through Confluence Consulting
- Prepared an Organizational Model and created Job Profiles for the Government of Indonesia: Ministry of Finance, Directorate of Pension Funds—through Mic Cohen Consulting (World Bank)
- Conducted a strategic assessment of the Human Resources Function at the Children's Aid Society of Ottawa (CAS) after the implementation of a new HRMS system
- Completed a review of the Performance Management System and created a Performance Management Framework for the Canadian Child Care Federation (CCCF)
- Developed an HR Strategy and HR Action Plan for the Office of Information Management and Technology, Food Branch, at Health Canada
- Conducted an external staffing competition for the hiring of Project Administrators for the Canadian Commercial Corporation (CCC), including advertising, screening and selection
- Developed an HR Framework and set of HR Principles for the Information Technology Branch at the Canada Revenue Agency (CRA)
- Prepared an Operational Business Model and conducted a review of Business Processes following a major Organizational Restructuring at the Canadian Pharmacists Association (CPhA)
- Provided general HR Management services to CPhA on an outsourcing basis

- Led a recruitment and selection process to hire the Manager of Communications at the Micronutrient Initiative (MI)

## Compensation

Results: We improved the design and delivery of Compensation programs

- Conducted a Salary Survey and Market Analysis and prepared Job Descriptions for the De Beers Group Canada—through ACS Canada (Mellon HR Solutions)
- Provided outsourced Job Evaluation services, Canadian Medical Protective Association (CMPA)
- Analyzed and prepared Compensation Program recommendations for the Board of Directors, Hospitals of Ontario Pension Plan (HOOPP) in Toronto
- Conducted a Salary Administration review and Market Survey for CCCF
- Developed a revised Point Banding system for unionized positions at the City of Oshawa
- Provided outsourced Job Evaluation services, Canadian Pharmacists Association
- Provided outsourced Job Evaluation services, Micronutrient Initiative (MI)

## Organizational Restructuring

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

- Planned and implemented a major Restructuring project for CPhA, including Organization Design (OD), Staffing, Job Descriptions, Transition and Compensation
- Developed an Organization Structure, Transition Plan and Governance Model for the Compensation Division at CRA; as part of the Compensation Service Delivery Renewal Project (CSDRP)—through PricewaterhouseCoopers (PwC)
- Updated the new Organization Structure and HR Transition Plan for the Shared Travel Service Initiative (STSI) at PWGSC—through Cognetics Information Systems
- Implemented an Organizational Renewal project for the Aerospace, Defence and Security Branch of the Canadian Commercial Corporation (CCC), including OD, Position Profiling, and Staffing
- Conducted an Organizational Review of the National Operations Directorate of the Canadian Food Inspection Agency (CFIA), and made recommendations for organizational restructuring—through the Kelly Sears Consulting Group
- Conducted an Organizational Review of the Business Development and Government Relations function at General Dynamics Canada—in partnership with Hill & Knowlton
- Conducted a review of Resource Requirements for the STSI project at PWGSC—in partnership with the Kelly Sears Consulting Group
- Conducted a management-level Organizational Review for the MI

## Published Articles and Speaking Engagements

- Chaired the Canadian Total Rewards Conference (ORRA, Ottawa, April 2006)
- *Succession Planning* - Published in the OHRPA Update Magazine, May 2006
- Workshop: *Preparing Effective Résumés* for the Canadian Commercial Corporation, May 2006
- Workshop: *How to Prepare your Organization for Workforce Regeneration: The New Face of Succession Planning* for the Institute of Professional Management, June 2006
- Quoted in the *Ottawa Business Journal*, July 2006 regarding Employee Recruitment and Retention
- 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

Best Wishes and Kind Regards,

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