



## **September 2005 Newsletter**

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

At McConnell HR Consulting we work with organizations in three key areas: Strategic HR Management for IT and other organizations, Compensation systems design and analysis, and Organizational Design. Over the past twelve months we have successfully responded to the following challenges:

### **Human Resources Management**

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

- Design of an HR Strategic Framework for the Collaborative Software Engineering (CoSE) Worksite Initiative, IT Services Branch, PWGSC.
- Provision of HR Advisory Services to the Executive Director, Shared Travel Service Initiative (STSI) at PWGSC - through Cognetics Information Systems Inc.
- Preparation of HR Policies and Procedures for the Fulford Academy in Brockville - through the Business Development Bank of Canada (BDC).
- Development of a complete HR Framework and HR Transition Plan, Global Alliance for Improved Nutrition (GAIN) in Geneva, Switzerland - through Confluence Consulting.
- Study of the Position Management function for the HR and Finance departments at Canadian Blood Services - through Proxenia Resourcing Inc.
- Assessment and Improvement of HR Operations for The Micronutrient Initiative - through Confluence Consulting.

### **Compensation**

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

- Conducted a Salary Survey and prepared Job Descriptions for the De Beers Group Canada - through ACS Canada (Mellon HR Solutions).
- Prepared Job Descriptions for the Fulford Academy in Brockville - through the Business Development Bank of Canada (BDC).
- Provided outsourced Job Evaluation services, Canadian Medical Protective Association.
- Conducted a Management Compensation Review for Lockheed Martin Canada Inc.
- Conducted Job Evaluation and prepared a Pay Equity Plan for Coley Pharmaceutical Canada.
- Analysed and prepared Compensation Program recommendations for the Board of Directors, Hospitals of Ontario Pension Plan (HOOPP) in Toronto.
- Completed the implementation of a new Job Evaluation and Compensation program for The Lowe-Martin Group.

## Organizational Design

### We facilitated organizational renewal for these clients:

- Implementation of a major Restructuring project for the Canadian Pharmacists Association, including OD, Staffing, Transition and Compensation – through Personnel Systems, and in partnership with Paragon Review and Consulting.
- Development of an Organization Structure, Transition Plan and Governance Model for the Compensation Division at the Canada Revenue Agency; as part of the Compensation Service Delivery Renewal Project - through PricewaterhouseCoopers (PwC).
- Preparation of a new Organization Structure and Transition Plan for the Shared Travel Service Initiative (STSI) at PWGSC - through Cognetics Information Systems.
- Workload Assessment of the Management and Executive Services Divisions at Sport Canada, Canadian Heritage - in partnership with the Kelly Sears Consulting Group.
- Development of an Organization Model and Transition Plan for the (SAP-based) HR / Payroll Project at Canadian Blood Services - through Proxenia Resourcing Inc.

### Published Articles and Speaking Engagements

- *Retention Strategies for IT Professionals*. Published as a Whitepaper by the Society for Human Resource Management (SHRM), Alexandria, Virginia, USA (November 2004).
- Presentation: *HR Management Guide for IT Companies*, in conjunction with the Software Human Resources Council (SHRC) - at the HR Solutions Show, Ottawa, December 2004 and the Canadian Information Processing Society, CIPS Annual Conference, Regina, May 2005.
- 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.

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

Regards,

*Tim*

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