

Re: July 2011 Newsletter

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

At McConnell HR Consulting Inc., we assist organizations in aligning their Human Resources, Organizational Structure and Compensation Management initiatives with the strategic objectives of the business. Over the past few 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 to meet business goals.

- Delivered ongoing 'in-sourced' HR management services to the *Canadian Pharmacists Association*, the *Association of Faculties of Medicine of Canada*, and the *Canada Green Building Council*.
- Successfully facilitated the recruitment of Executive Directors for the *HR Voluntary Council* and the *Canadian Council for International Cooperation*.
- Prepared Competency Models and Profiles for the *Youth Services Bureau* and *Brookfield Renewable Power Inc.*
- Created an Integrated HR Business Plan and related HR Programs for the *First Nations Statistical Institute*.
"Thank you for all the support that you provided our Institute. It has already proven to be quite helpful and I'm optimistic the entire Board will receive the proposed HR policies in a very positive fashion. We were very happy with the policies that were delivered." Matt Garrow, Director of Operations, First Nations Statistical Institute.
- Developed new Human Resources Policies and Practices Manuals for the *Vanier Institute of the Family* and the *Wood Manufacturing Council*.
"Tim – thanks – the project worked well for us. Arron was great to work with – she was very helpful and represents you very well. Cheers." Richard Lipman, President, Wood Manufacturing Council.

Compensation

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

- Conducted Compensation Reviews, Salary Surveys, Market Assessments and prepared strategic Compensation Policies for the: *Medical Council of Canada*, *Canadian Bureau for International Education*, *Municipality of North Grenville*, *British High Commission*, and *New York Air Brake Ltd.*
- Analyzed, advised on and prepared Pay Equity Plans for: *Capital Hill Hotel and Suites*, *Algonquin & Lakeshore District Catholic School Board*, and *PCL Constructors Inc.*
- Conducted a Compensation Structure Assessment and Review for the *Heritage Canada Foundation*.
"I have reviewed the materials you've completed for us and I am extremely satisfied with the results. You've provided very clear recommendations in a usable format, and Kathy was extremely patient and creative. Thank you again for your work, it has been a pleasure!" Natalie Bull, Executive Director, Heritage Canada Foundation.

Organization Design

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

- Completed complex Organizational Analysis and Design projects for: *Genome Canada*, the *Medical Council of Canada*, *Accreditation Canada*, and *CISTI – National Research Council*
- Conducted an overall Organization Design Assessment for the Community Services Branch at the *Youth Services Bureau*.
“Working in a non profit unionized organization creates challenges both financially and with our ability to process changes. What I appreciated from McConnell HRC’s services, was the third party objective review and evaluation of a rather complex set of programs. The professional and respectful approach taken by McConnell allowed for creative brainstorming and input from all levels of the organization.”
Dan Sabourin, Director of Community Services, Youth Services Bureau of Ottawa.
- **Email us by July 31 for our updated article from the front lines: Practical Approaches to Organization Design!**

Other News

- Tim McConnell conducted a National Webinar on Succession Planning for CCH Canada in May 2011.
- Kathy Bedard, B.A., CHRP was elected President of HRPA Ottawa in May 2011.
- In November 2010 both Kathy Bedard and Tim McConnell earned the Human Capital Strategist (HCS) designation from the Human Capital Institute (HCI) in Washington D.C.
- We are pleased to welcome two new team members: Ms. Roslyn Ross, B.Comm, CHRP joins our team as an HR Consultant. She is a former Compensation Specialist with Mitel Corporation. Ms. Melissa Lanigan joins us as an HR Intern for the summer. Melissa is a 4th year HR student at the University of Ottawa.
- We are very excited to announce the opening of our New York City Office, located at 1133 Broadway, Suite 706. Our focus there is on the provision of Organization Design services to Non-Profits. Additional information is available at our new web site: www.McConnellHRC-NY.com.
 - Ms. Stacey Jerrold, MBA, SPHR joins us in Manhattan as our Lead Organization Design consultant. Stacey is the former Senior Vice President, Human Resources for ING Clarion and Director / Global Chief Administrative Officer at Deutsche Bank.

Ten Reasons to Select McConnell HRC	
1. We listen.	6. You receive “Big 4” experience at small firm fees.
2. We foster and maintain professional relationships.	7. You benefit from a customized solution to address <i>your</i> requirements.
3. We bring front-line experience and depth to every project.	8. Your project is cost effective - consultants are there when you need them and gone when you don't.
4. We make house calls.	9. Your project will be completed on time and on budget.
5. We have a sense of humor.	10. Your calls and emails are responded to within 24 hours.

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