

# ORGANIZATIONAL DESIGN

то:	Board of Directors Human Resources and Governance Committee
MEETING:	June 21 <sup>st</sup> – 22 <sup>nd</sup> , 2016
FROM:	Josée Girard, Vice-President, People and Culture
PURPUSE:	Update on Organizational Design
DATE:	June 10 <sup>th</sup> , 2016

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### SIGNIFICANT POINTS

We continue to make significant progress on the OD Transformation project.

#### The focus in 2015-16 was on establishing the new organizational structure through:

- Bringing together core aspects of Finance, Production, and Infrastructure.
- Eliminating unnecessary silos and duplication while protecting the unique brands, cultures, and audiences served by our Media Lines.
- Institutionalizing cross-Media-Line teams, through structure and governance, and applying the best solutions across the entire enterprise.

#### In April, we began to transition from a

■ For all components except MTIS,

has transitioned the remaining work to internal CBC resources.

continues to play a role in MTIS

- Finance has established five core projects that will enable the Finance transformation. These projects are well underway.
- A Strategic Delivery Team has been created.



### **STATUS UPDATE**

■ Digital Governance: Digital Steering Committee and Working Group in place between MTIS, ES and FS. MTIS MTIS PMO announced. L4 revisit completed. L5 design complete and implementation in progress. ■ In April agreement was reached to create the Strategic Delivery Team. Team members have been selected and the kick-off meeting held June 2nd was a success. ■ A Research & Analysis working group will determine capabilities required, and identify gaps relative to needs and aspirations. This group has been selected and a kickoff meeting is planned for June 14. S&PA ■ S&PA L4 and L5 structure was implemented April 1. Transition of issues management and ATIP responsibilities is complete. Review of correspondence process is underway. ■ Transition meeting occurred May 31 and internal primes have begun to take the lead on next steps. **English Services** ■ Transition meeting occurred with internal primes on May 31, 2016

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## STATUS UPDATE (cont'd)

French Services

- L4 Structure changes have been finalized Changes have been made to Radio and Regions: Patricia Pleszczynska is now Executive director for Radio and Music, and Marco Dubé, Executive Director for regions.
- News: L4 and L5 have been reviewed and confirmed. News work streams are underway.
- Service level between MTIS and French Services regions has been established and key points for contact confirmed.

Finance

- Shared Services: Workshops completed and solutions identified.
- Planning, budgeting and forecasting: Implementation underway of 11 sub-projects, led by Finance leaders, supported by Workflow Practice. 1st Quick Win implemented - Tool to upload plan into SAP, eliminating manual data entry.
- ES Finance integration: underway.

Communications plans

- Automated reports: Inventory complete. Consolidation, translation and needs analysis underway.
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**People and Culture** 

- L4 design complete. Structure communicated.
- Transformation roadmap to be developed in Q4.

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