

Strategic Planning Goals

Roger Guy Baguley

Human Resources Goals

OHS&E Goals

Information Technology Goals

Corporate Services Goals

Construction

Interior
Construction

Design

Signage

Project
Management

Display/Design
Production

Contact Us



Is represented by 2
equally important
partners

Clients
Employees



Recruitment

Requirements

- Cost effective hiring techniques
- Hire from construction / business industry
- Attract skilled & qualified employees
- Use schools, internet, PG web site
- Identify new modes of advertising – truck, site
- Only Head hunters as required

Reasons

- Hire brightest and best
- Cost savings
- Well trained management
- Better interview skills
- Use only effective hiring tools and modes
- More exposure of company web page and name





Succession Planning

Requirements

- Core component of the operational plan
- Heir apparent
 - 70% trained
- Develop within 2 years
- Ease of work turnover
- Customer retention
- Increase employee retention
- Industry respect
- Retention of knowledge and skills
- Tie to business needs

Reasons

- Deliver business commitments
- Identify replacement needs
- Identify employee education and development strategies
- Opportunity for high potential employee
- Increase promoteable pool of employees
- Improve employee morale
- Reducing costs of re-hiring and re-training





Succession Planning Process

Prepare job description



Identify skills and knowledge requirements



Identify heir apparent



Develop training program (70%)



Review development



Take on new responsibilities



Up to speed in 2 years





Employee Development

Requirements

- Identify job specific skills gap
- Establish training plan
- Implement plan
- Evaluate plan

Reasons

- Current skills and knowledge
- Procedure upgrading
- Increase productivity
- Increase project quality
- Legislated compliance
- Remain industry competitive





Compensation Planning

Requirements

- Review salary ranges
- Market value
- Benefit plan
- Performance reviews
- Bonuses
- Perquisites

Reasons

- All positions-pay equity
- Develop compensation philosophy
- Cost effective & affordable program
- Consistent process





Employee Communication

Requirements

- Regular and frequent
- Corporate meetings
- Social events
- Employee newsletter
- Regular staff meetings
- Feedback process

Reasons

- Knowledgeable and informed employees
- Identify recognition opportunities
- Keep information current and correct
- Internet & intranet – ease of access





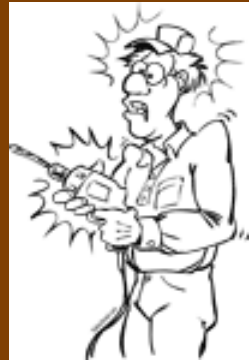
OHS&E

Requirements

- Improve last years record
- Obtain full CAD 7 rebate
- Establish consistent OHS&E practices
- Training plans
- Establish OHS&E Workplace Committees

Reasons

- Reduce accident rate
- Well trained
- Prompt reporting & good documentation
- Safer workplace
- Knowledgeable staff
- Up-to-date certification





Office Phone System

Requirements

- Video conferencing
- Fax on demand
- Phones types
- Access current technology & future needs
- Maintenance and support

Reasons

- Meet business needs
- Speed reaching correct person
- Call Tracking-Reports
- Cost savings
- Customers & employees get through
- Downtime





Information Technology

Requirements

- Operating System Upgrade
- Network Hardware/Software Upgrade
- Video cams – Regional offices
- On-line quote request
- Direct fax to computer
- System performance

Reasons

- Efficiency
- Business process
- Reduce support costs
- Increase access to information
- Promote new clients
- Ease of access to corporate information
- Paper saving





Corporate Services

Requirements

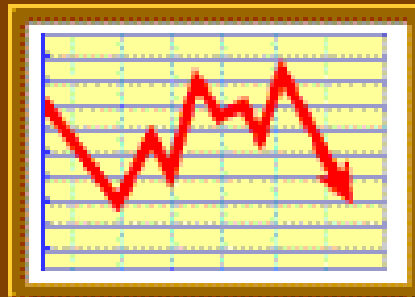
- Consolidate Ontario, Quebec & Atlantic on three separate corporate cell phone account numbers
- Identify cell corporate hardware standards
- Decrease building security costs

Reasons

- Provide uniform invoice monitoring
- Most cost effective and durable
- Upgrade equipment and maintain regularly



Q&A



Building our future together while
increasing productivity & profitability,
controlling costs and making
PG the builder & employer of choice!

Your feedback, questions and
comments are welcomed