



● Draft ● Not started ● Behind ● On Track ● Overdue ● Complete → Direct Alignment ----> Indirect Alignment

SLT OBJECTIVES PLAN

GROWING PEOPLE

Progress	Goal	Description	Update	Budget	Outcome
20% 20 / 100% 20% ahead	(2025) Succession Planning	Development of a succession plan that positions the Town to identify and create a talent pipeline, preparing employees to fill vacancies as they occur and ensure business continuity and productivity.	Progress: Retitled to Business Continuity. Spring Business Camp highlighted organizational priorities for 2026. Project Charter is in development to ensure a clear approach and timeline.	\$5k	Succession Plan Created
75% 75 / 100% 75% ahead	(2025) Team Saugeen Year 2	Team Saugeen developed in 2024, to support the Town's internal culture. The second year will continue execution. Annual funding of \$15 K.	Progress: Spring Business Camp completed. SCORE Newsletter launched in July. Gull's Nest pitches completed in August. Intranet "The Hub" launched in August. Updated Playbook completed in Sept.	\$0	Year 2 Implemented
85% 85 / 100% 85% ahead	Positive Workplace Culture	Annually implement employee survey with tactics developed for 2025 - to improve trust, enhanced two-way communication, set clear expectations and recognizing employee effort.	Progress: Individual Department Actions. 2026 Survey scheduled for October.	\$0	Improved Workwell Results
25% 25 / 100% 25% ahead	Aligning Workforce Skills To Job Responsibilities	Provide annual job specific training for employees to enhance their skills, engagement and adaptability. 2025 will focus on identifying training needs.	Progress: Conducted supervisor/manager feedback survey to identify training needs and opportunities for improvement. Survey to be used to build out a supervisory training plan.	\$0	Training Scheduled
80% 80 / 100% 80% ahead	(2025) Staff Development And Growth	Commitment to developing staff to reach their highest potential by investing in opportunities for knowledge and skill development. \$55K annual program. Additional \$5k requested.	Progress: 2025 Growth Opportunities implemented with Loyalist and LEAP Training. Lean development program established to start in Q4 2025 and run through 2026.	\$5k	Annual Training Complete

Progress	Goal	Description	Update	Budget	Outcome
0% 0 / 100% -	Flexible Work Schedule Review	In 2026, undertake a review of potential flexible work schedule options and update the policy framework to support the outcome.	Progress: Future Business Plan	\$0	Council Report
0% 0 / 100% -	Balance Capacity / Workload	Work toward the development of Annual Workplans to clarify priorities. Start to collect baseline data to identify \"business as usual\" work to make it visible. 2025 will focus on a standard template development.	Progress: This template is intended for review and distribution to the management team in the fourth quarter, to support the development of workplans for 2026.	\$0	Template Created
64% 64 / 100% 64% ahead	Work-Life Balance / Mental Health	Promote and strengthen Wellness Committee efforts to maintain positive mental health and work-life balance focus.	Progress: This year, the Wellness Committee has held nine events for Town staff, such as an Owen Sound Attack hockey game, lawn bowling, a golf scramble, supporting Wellness Wednesdays, and handing out healthy snacks. More activities are planned for the fourth quarter.	\$0	Initiatives Delivered
100% 100 / 100% -	Standardize Digital Work Environment	Offer software training and standardize the digital workspace, considering the timing and implementation impact on staff. In 2025, identify needs and develop schedule.	Progress: Training survey to be reviewed at September 16th meeting before delivery to staff inboxes. Survey will assist I.T. in identifying where training is sufficient or succeeding, gaps and delivery methods/timing for future training into 2026.	\$0	Schedule Developed