

LE PROFIL DU CADRE SUR LA GESTION DU RENDEMENT ET DES TALENTS A EDSC - 2018-2019
 ESDC EXECUTIVE PERFORMANCE & TALENT MANAGEMENT PROFILE - 2018-2019



Jane Doe		
Direction générale / Branch: Human Resources Branch		Gestionnaire / Manager: Abdul Malaki
Titre de poste / Position title: Director	Niveau / Level: EX-01	Statut / Status: Indeterminate
Admissibilité à la pension non réduite / Eligibility for Unreduced Pension: 27/08/2032	Années dans le niveau actuel / Years at Level: 1y 9m	Années dans le poste actuel / Years in Current Position: 1
Envisage prendre sa retraite / Considering Retirement: D'ici 2 à 5 ans / In 2 to 5 years		Profile ELS / SLE Profile: E/E/E

INFORMATION HISTORIQUE / HISTORICAL INFORMATION

NIVEAU LE 31 MARS / LEVEL ON MARCH 31	ANNÉE / YEAR	RENDEMENT / PERFORMANCE	TALENT
			Placement dans le tableau de talent / Talent Map Placement
EX-01	2017-2018	3 (Atteint / Succeeded)	Bien placé dans son rôle / Well-placed in role
EX-01	2016-2017	3 (Atteint / Succeeded)	Prêt à être promu / Ready for advancement

INFORMATION DE RENDEMENT ET DE GESTION DE TALENTS 2018-2019 / 2018-2019 PERFORMANCE & TALENT MANAGEMENT INFORMATION

NIVEAU LE 31 MARS / LEVEL ON MARCH 31	ANNÉE / YEAR	RENDEMENT / PERFORMANCE			TALENT		
					Placement dans le tableau de talent / Talent Map Placement	Potentiel à l'avancement / Potential for more senior level	Délai / Timeframe
EX02	Proposé pour / Proposed for 2018-2019	Quoi / What 4 (Atteint + / Succeeded +)	Comment / How 3 (Atteint / Succeeded)	Cote finale / Integrated rating 3 (Atteint / Succeeded)	Bien placé dans son rôle / Well-placed in role	Oui / Yes	Maintenant ou au cours des 12 prochains mois / Now - Anytime within the next 12 months

INFORMATION DE RENDEMENT ET DE GESTION DE TALENTS 2018-2019 / 2018-2019 PERFORMANCE & TALENT MANAGEMENT INFORMATION

ÉVALUATION DU GESTIONNAIRE / MANAGER ASSESSMENT

Évaluation du rendement par rapport aux engagements / Performance Assessment Against Commitments

Jane has met and/or exceeded all expected results against operational commitments for fiscal year 2017-2018.

Évaluation du rendement par rapport aux compétences / Performance Assessment Against Key Leadership Competencies

Jane has demonstrated a high degree of proficiency at the executive level in all key leadership competencies.

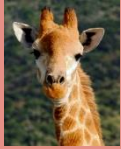
Commentaires de gestion de talents / Talent Management Comments

N/A

OBJECTIFS PROFESSIONNELS DE L'EMPLOYÉ (E) / EMPLOYEE CAREER INTERESTS

À court terme (d'ici 2 ans) / Short Term (within 2 years)	À moyen terme (de 2-5 ans) / Medium Term (2-5 years)	Mobilité / Mobility
To continue to develop in my current EX-02 assignment.	I want to become a DM.	Non/No

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Justin Daniel		
Direction générale / Branch: Human Resources Branch		Gestionnaire / Manager: Haweya Zayne
Titre de poste / Position title: Director, Labour Relations	Niveau / Level: EX-01	Statut / Status: Indeterminate
Admissibilité à la pension non réduite / Eligibility for Unreduced Pension: 27/08/2032	Années dans le niveau actuel / Years at Level: 2y 9m	Années dans le poste actuel / Years in Current Position: 1 year 8 months
Envisage prendre sa retraite / Considering Retirement: Ne s'applique pas en ce moment / Not relevant at this time	Profile ELS / SLE Profile: C/B/C EXPIRED	

INFORMATION HISTORIQUE / HISTORICAL INFORMATION			
NIVEAU LE 31 MARS / LEVEL ON MARCH 31	ANNÉE / YEAR	RENDEMENT / PERFORMANCE	TALENT
			Placement dans le tableau de talent / Talent Map Placement
EX-01	2017-2018	3 (Atteint / Succeeded)	Bien placé dans son rôle / Well-placed in role
EX-01	2016-2017	3 (Atteint / Succeeded)	Bien placé dans son rôle / Well-placed in role

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2018-2019 PERFORMANCE & TALENT MANAGEMENT INFORMATION

NIVEAU LE 31 MARS / LEVEL ON MARCH 31	ANNÉE / YEAR	RENDEMENT / PERFORMANCE			TALENT		
		Quoi / What	Comment / How	Cote finale / Integrated rating	Placement dans le tableau de talent / Talent Map Placement	Potentiel à l'avancement / Potential for more senior level	Délai / Timeframe
EX02	Proposé pour / Proposed for 2018-2019	4 (Atteint + / Succeeded +)	4 (Atteint + / Succeeded +)	4 (Atteint + / Succeeded +)	Prêt à être promu / Ready for advancement	Oui / Yes	Maintenant ou au cours des 12 prochains mois / Now - Anytime within the next 12 months

INFORMATION DE RENDEMENT ET DE GESTION DE TALENTS 2018-2019 /
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ÉVALUATION DU GESTIONNAIRE / MANAGER ASSESSMENT	
Évaluation du rendement par rapport aux engagements / Performance Assessment Against Commitments	
<ul style="list-style-type: none"> Justin delivered on all commitments and exceeded the performance expectations including the additional work he took on in his role volunteering to be Champion of __. In this role, he lead the implementation of __, a comprehensive strategy to __. This initiative was carried out in both the NHQ and across the regions and was recognized by stakeholders and other departments as a model structure to be used across the federal public service. Justin took on this role while exceeding expectations of his regular duties. Justin has also championed the taskforce on __, including securing ongoing funding, keynote speakers and a volunteer support network across the organization. Justin implemented a __program, during which he educated regional executives on __. The outcomes exceeded expectations in terms of progress on the __strategy, and has advanced the departments progress in this area. Justin has led the NCR to get the right people in the right roles and place at the right times. In addition, Justin has led significant progress in strengthening outreach initiatives (eg.____) to our most vulnerable clients. As an active member of many regional and national executive committees, Justin made a huge impact on our organization, contributing innovative ideas, strong leadership, unwavering loyalty, and commitment to serving Canadians with excellence. 	

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Évaluation du rendement par rapport aux compétences / Performance Assessment Against Key Leadership Competencies

Justin has consistently exhibited the effective behaviours of the key leadership competencies. Concrete examples include, but are not limited to:

MOBILIZE PEOPLE: • Justin recognizes the strengths of his team and leverages this to the benefit of the directorate. He does a wonderful of highlighting the work of his team members and recognizing them on their work. For example, on the ___ initiative, he focused the success of the project to senior management on the individuals on the team. This sharing of success translates in high engagement. • A focus on maintaining a positive, inclusive, healthy and safe workplace environment through participation in the ___ Committee; support and involvement in the ___ initiative; adherence and promotion of Workplace Accommodations; and support of Positive Workspace initiative. • Embeds diversity and inclusiveness in his staffing plans (e.g. FSWEF student hiring focused on visible minorities and students with disabilities) • Actively promotes and supports training to ensure a healthy workplace. For example, Justin arranged sessions on a harassment-free workplace for several teams within the branch • Ensuring all new staff were fully aware of their values and ethics and code of conduct responsibilities • Justin is the branch champion for the ___ network to ensure to remove any barriers to maximizing the branch’s talent

CREATE VISION AND STRATEGY: • Clearly articulates a common purpose and translating the Service Transformation Plan and Operational Plan into concrete direction for his staff, Justin is adept at understanding and communicating context to ensure his team understands the vision and direction. • The strategies for ___ are created based an deep and informed analysis with a thorough understanding of the environment • He engages all teams (on-site and virtual) regularly to set clear expectations, provide feedback, recognize performance, foster idea sharing and build a connected and cohesive team. He is known to challenge the team and push them to try and think differently and in new ways. He has embraced a design thinking approach, engaging all stakeholders, in refining the development and conceptualizing of his team’s work to ensure responding to stakeholder needs

COLLABORATION WITH PARTERS AND STAKEHOLDERS • Actively seeking to strengthen the collaboration between all areas of the business (e.g. ___) as he deliberately seeks the widest possible spectrum of perspectives while bringing a broader departmental lens to the interactions • Working collaboratively with several partners to support the ___ renewal activities. Actively participating on national and regional working groups (e.g. ___ working group and ___ committee) and fostering ideas for new strategies and approaches that address organizational priorities and improve outcomes for Canada and Canadians • He proposes revised policy instruments for senior management consideration that respond to issues faced by partners and stakeholders and was able to actively involve other branches and regions (i.e. ___) and partner departments to ensure a comprehensive and thoughtful strategy

Commentaires de gestion de talents / Talent Management Comments

Justin has demonstrated his readiness to advance to a more senior role. His contributions to the branch over the course of the past fiscal year have been integral to its success. He models the behaviours of each of the key competencies and is always ready to step into the DG role as the main back up. Justin consistently demonstrates the potential and desire for a more senior role. The depth and breadth of his experiences and the skills that he has demonstrated are indicative of his readiness to advance to a more senior level in the organization. A movement would both support Justin’s ongoing development as an executive and would benefit the organization as a whole.

OBJECTIFS PROFESSIONNELS DE L'EMPLOYÉ (E) / EMPLOYEE CAREER INTERESTS

À court terme (d'ici 2 ans) / Short Term (within 2 years)	À moyen terme (de 2-5 ans) / Medium Term (2-5 years)	Mobilité / Mobility
I would like to continue to explore corporate programs in more details and at a more senior level. My areas of interest include Security and Integrity, Infrastructure, and Operations. Outside of exploring another corporate program in detail, I would be interested in exploring transformation of Compensation Services.	I would like to move to another organization to broaden my experience by learning new programs and policies in a different operational context.	Non/No